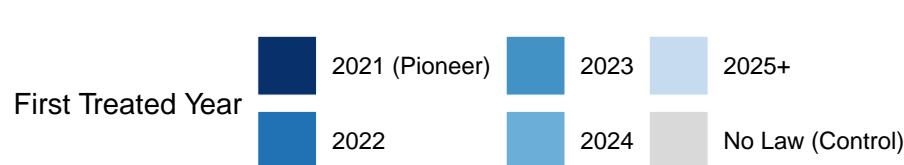
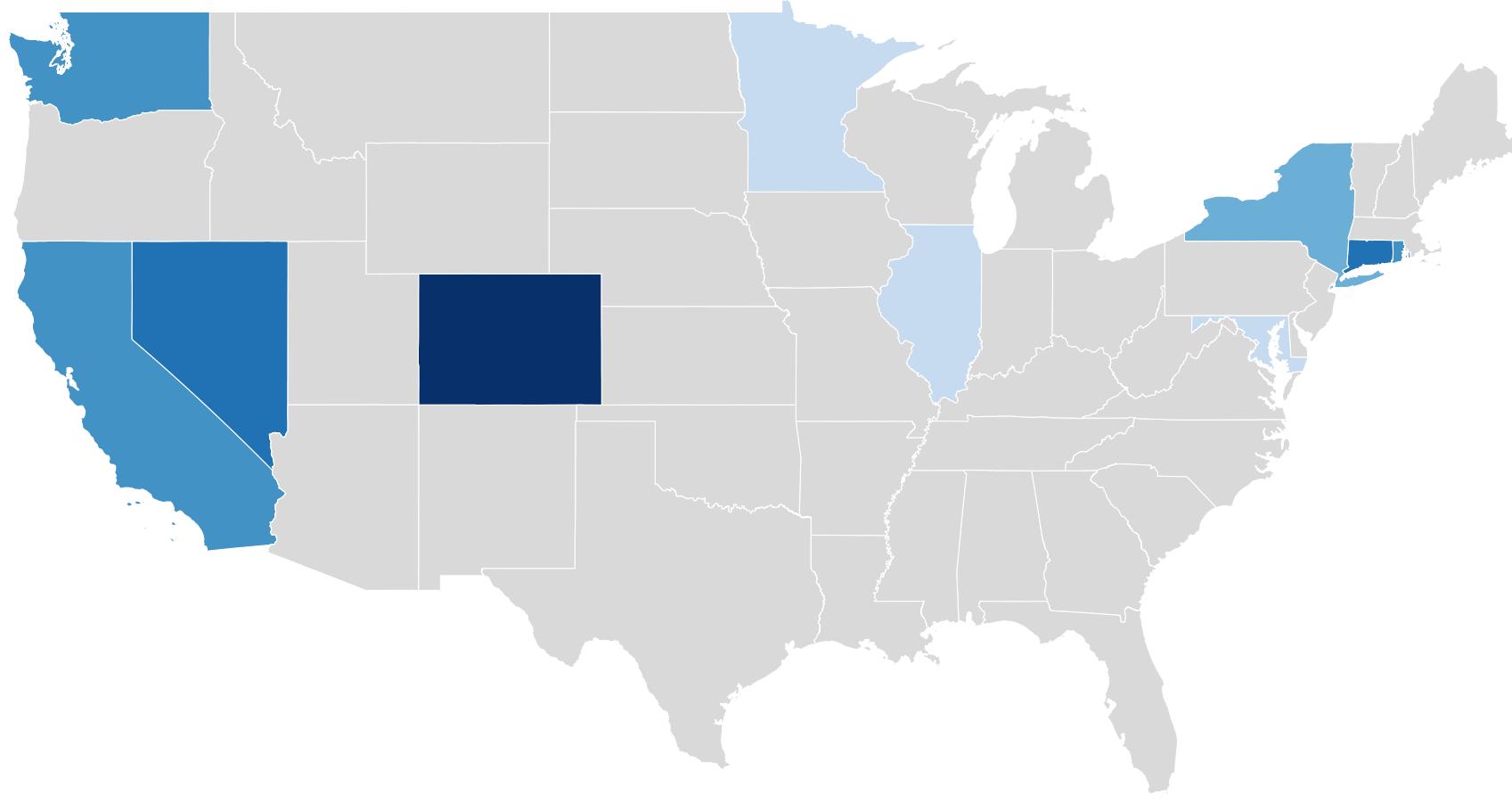


Staggered Adoption of Salary Transparency Laws

State laws requiring salary range disclosure in job postings, 2021–2025



Note: Shows first income year affected. Grey states serve as control group.