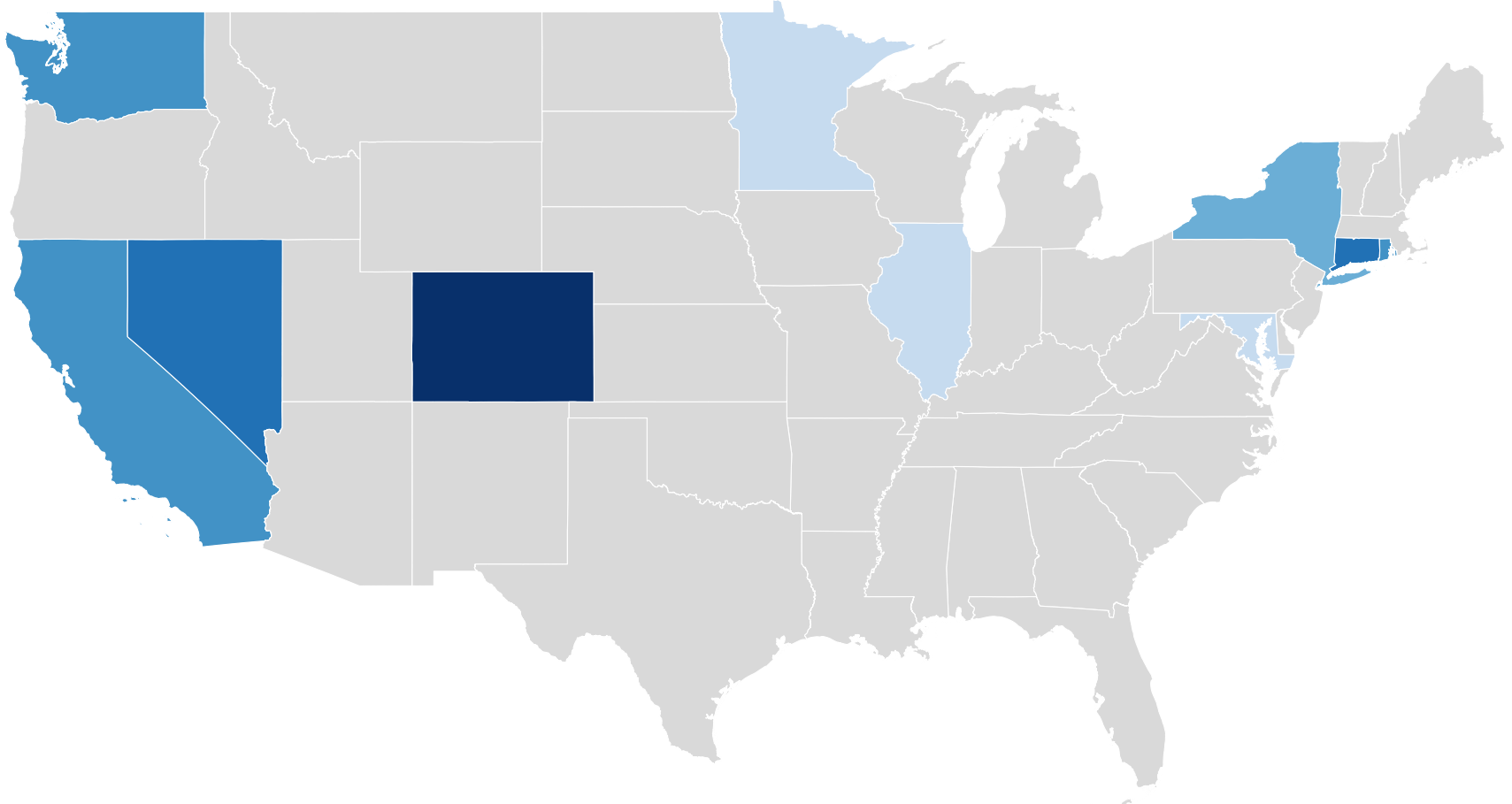


# Staggered Adoption of Salary Transparency Laws

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



First Treated Year



2021 (Pioneer)

2023

2025+

2022

2024

No Law (Control)

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