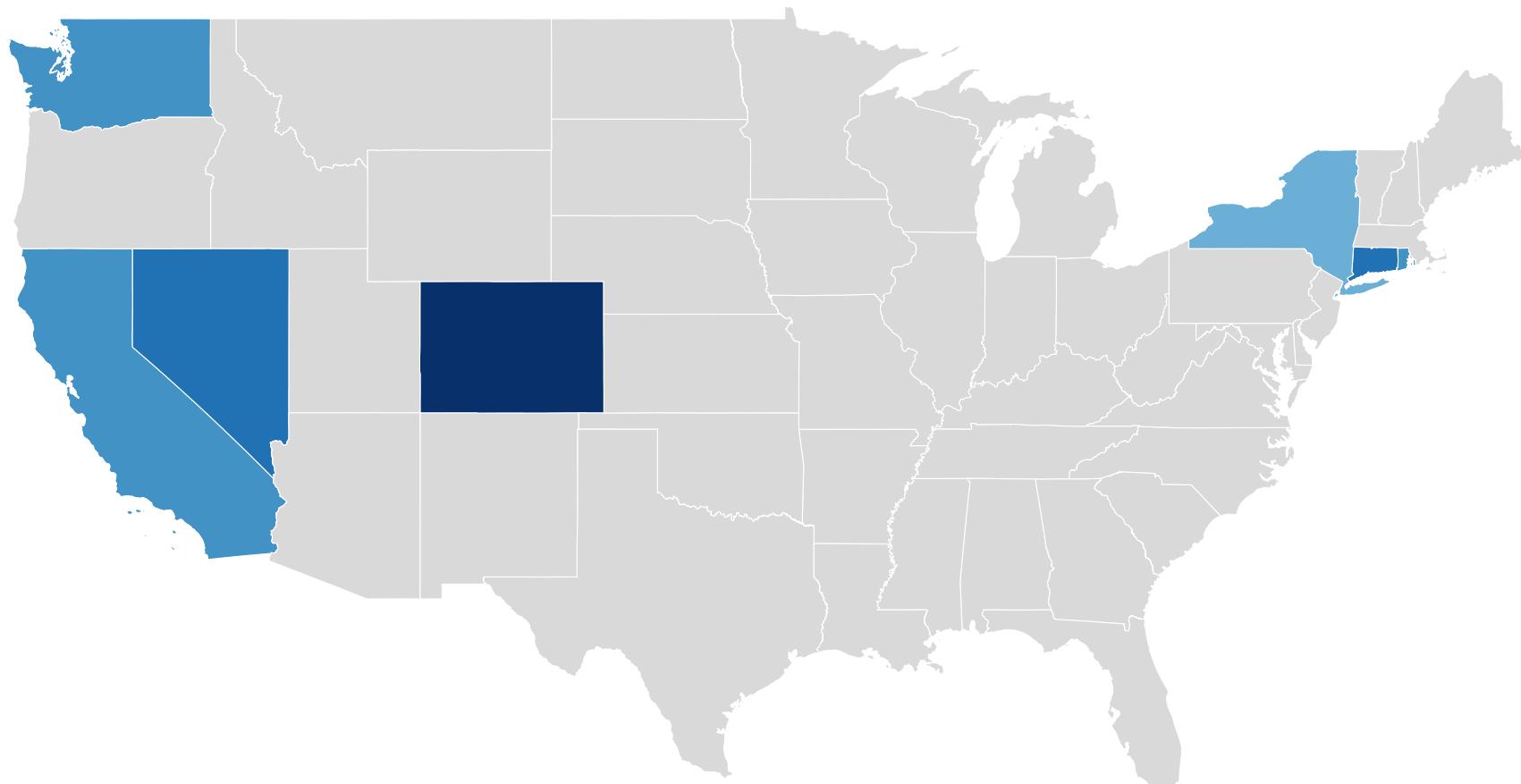


# Staggered Adoption of Salary Transparency Laws

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



First Treated Year



2021 (Pioneer)



2022



2023



2024



No Law (Control)

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