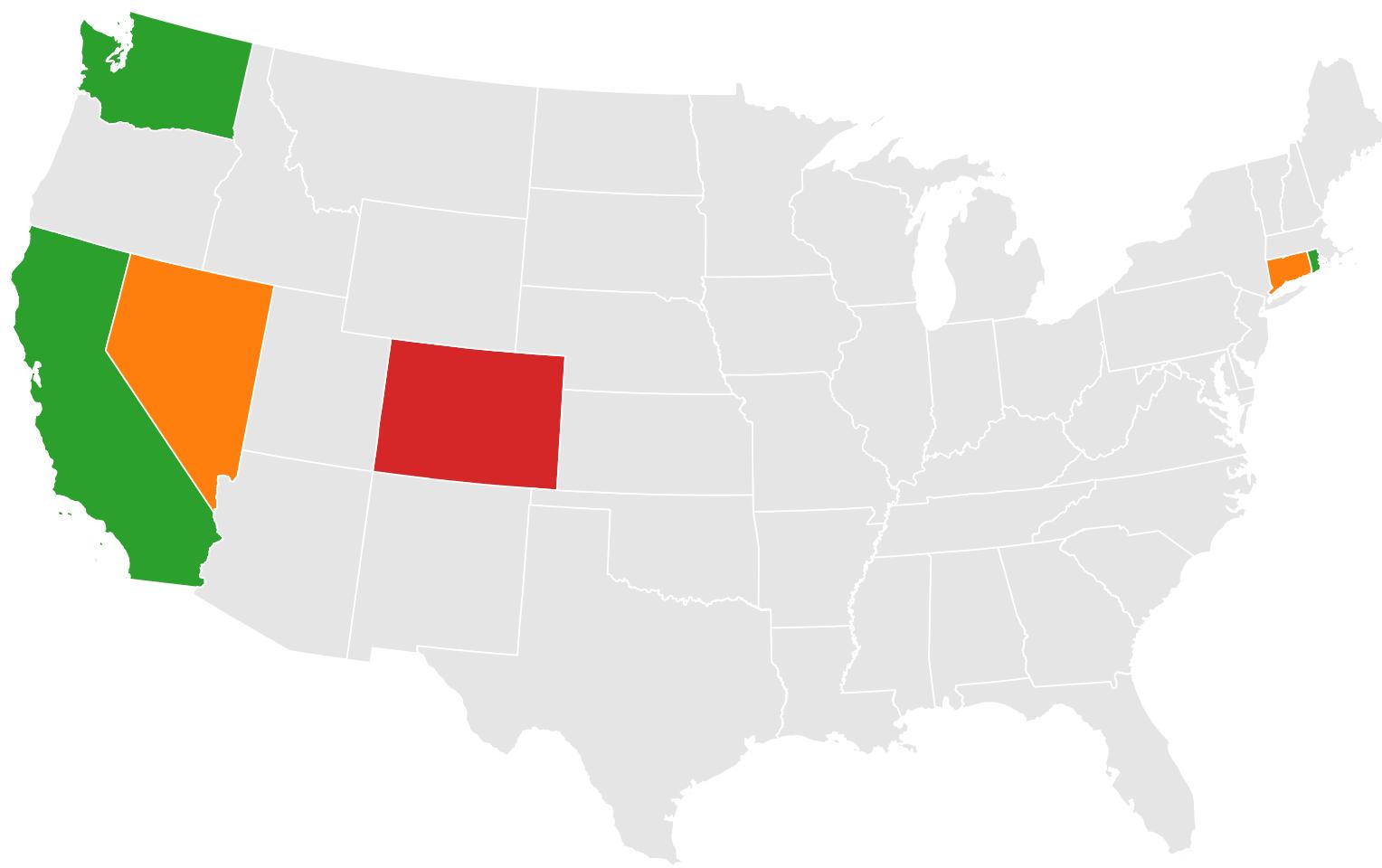


Salary Transparency Law Adoption

State-level posting mandates requiring salary ranges in job postings



Treatment Cohort 2021Q1 2021Q4 2023Q1 Never Treated

Note: NY and HI adopted in 2024 (outside sample window). Treatment dates indicate when posting requirements took effect for most employers.