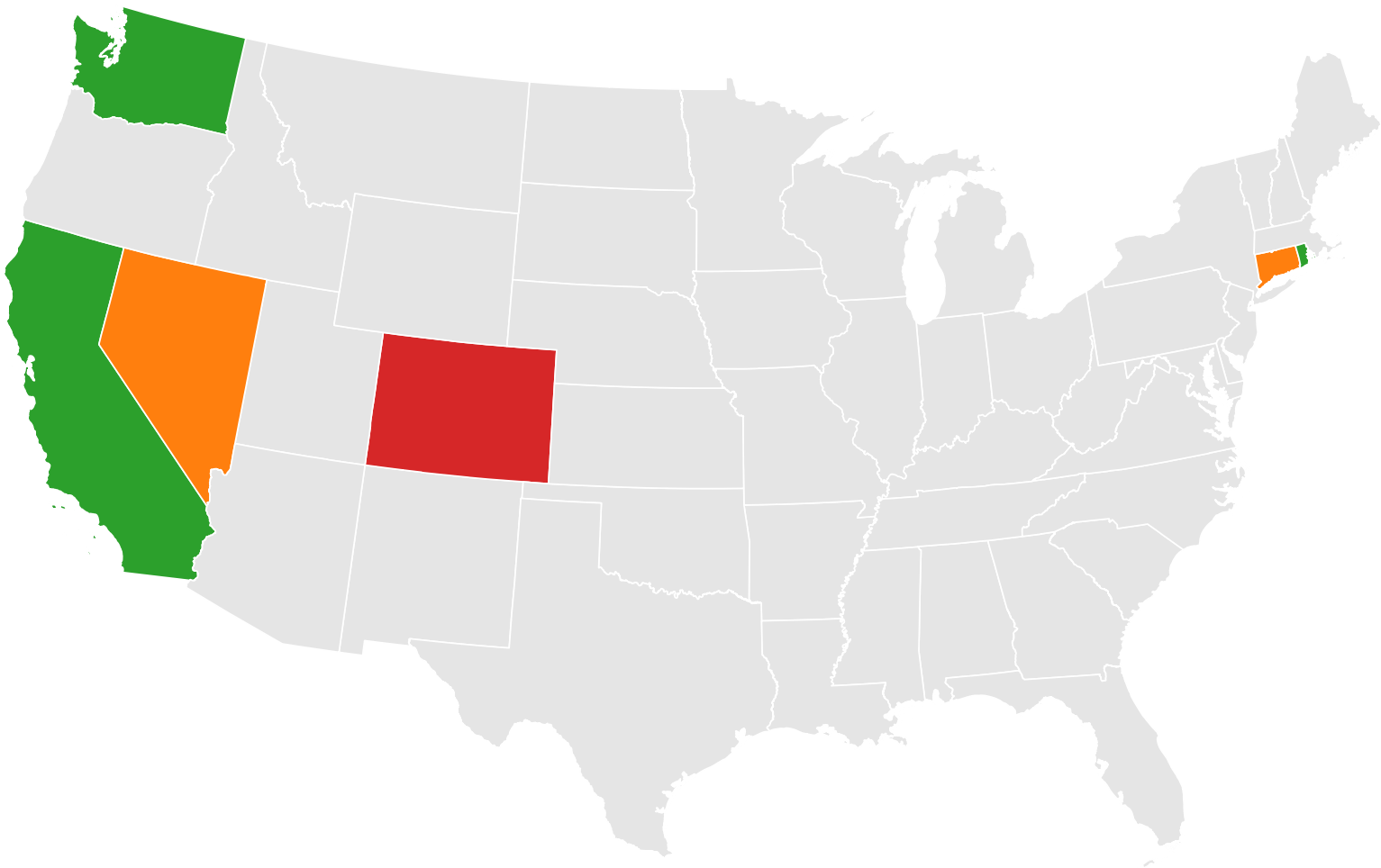


# Salary Transparency Law Adoption

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.