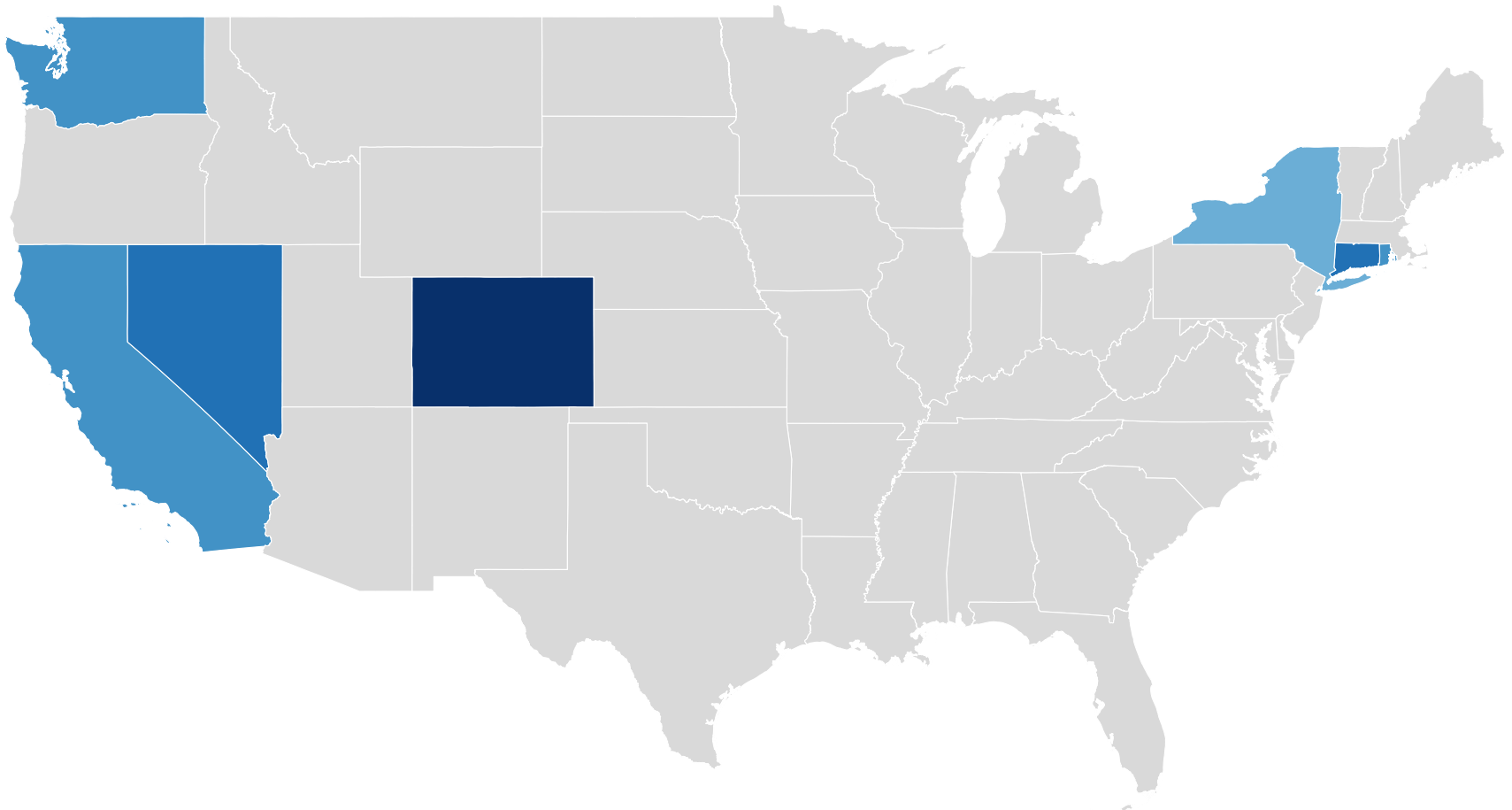


Staggered Adoption of Salary Transparency Laws

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



First Treated Year

2021 (Pioneer)	2022	2023	2024	No Law (Control)
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Note: Shows first income year affected. Grey states serve as control group.