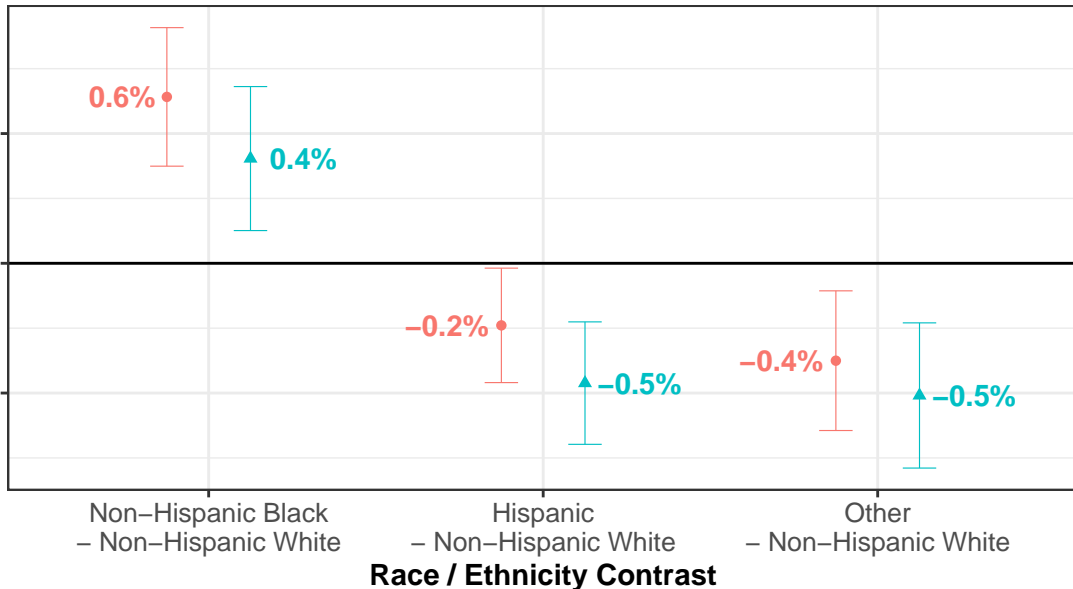


Disparity in Onset of  
Work-Limiting Disability



Estimand   ● Factual Disparity   ▲ Counterfactual Disparity