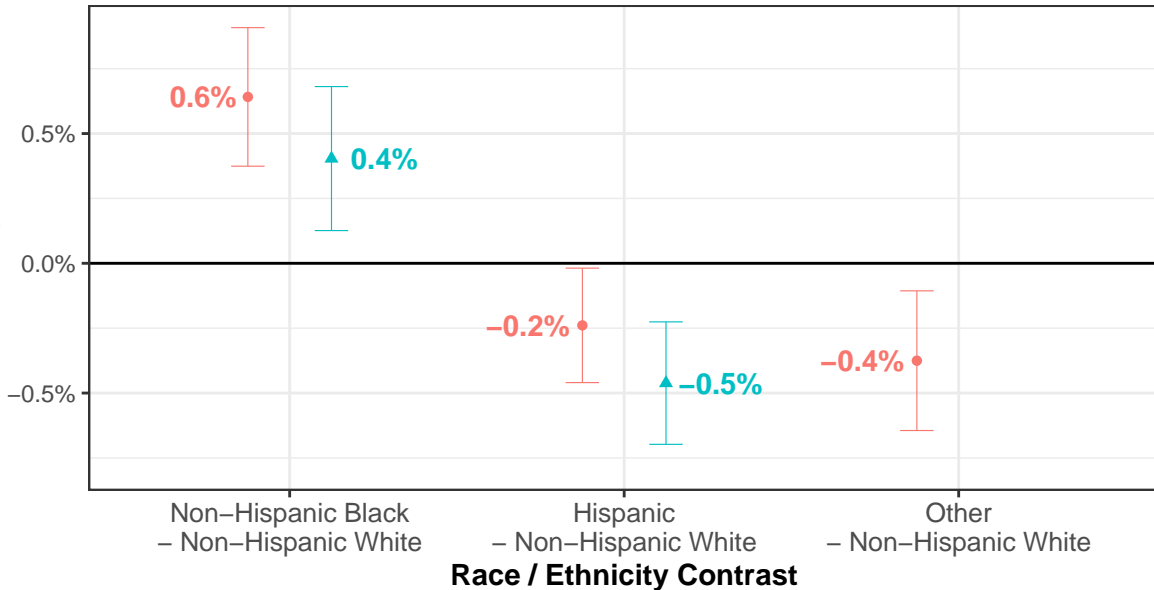


Disparity in Onset of
Work-Limiting Disability



Estimand ● Factual Disparity ▲ Counterfactual Disparity