

Table 1: Descriptive Statistics

Variable	Observation	Mean	St Dev	Min	Max
Current Age	301	41.18	11.76	20	83
Years in Industry	283	4.24	1.17	1	5
Relationship	301	0.66	0.47	0	1
Education	284	3.33	0.54	2	4
Income	281	2.35	1.10	1	5
Solo Practice	281	0.15	0.36	0	1
% Female >50	273	0.38	0.48	0	1
Have Children	301	1.22	1.25	0	5
Young Children	280	0.28	0.45	0	1
CFP	290	0.55	0.50	0	1
CPA or EA	288	0.10	0.30	0	1
CFA	286	0.01	0.18	0	1
Other Designations	289	0.09	0.29	0	1
Happiness with Job	237	3.98	0.99	1	5
Stay with Firm	240	0.76	0.45	0	1
Stay in Profession	242	0.91	0.28	0	1
Advocate for Myself	242	0.75	0.44	0	1
Perceived Work	242	0.41	0.49	0	1
Included in Outings	239	0.51	0.50	0	1
Ideas Overlooked	237	0.12	0.32	0	1
Left Out of Decisions	241	0.20	0.40	0	1
Responsible for Client Acquisition	281	0.68	0.47	0	1

All variables have been defined in the data and methodology section.