

Table 3: Why Do Women Stay in Their Current Firms?

Variable	Model
Time in the Industry	0.671 (0.000)***
Relationship	0.079 (0.194)
Children	0.001 (0.946)
CFP	0.000 (0.946)
CPA or EA	-0.075 (0.344)
Other Designation	0.004 (0.963)
Education	-0.090 (0.050)*
Income	0.015 (0.429)
Female Presence	-0.038 (0.477)
Advocate for Myself	-0.127 (0.031)***
Responsible for Client Acquisition	0.105 (0.078)*
Make a Difference	-0.001 (0.422)
Firm Focused on Retention	0.181 (0.000)***
Meaningful Work	0.002 (0.056)*
Others Seek Input	-0.000 (0.866)
Constant	-0.009 (0.966)
N	213
Prob > F	0
R-squared	0.4817

The dependent variable equals 1 if the respondent indicates that she plans to remain in the financial planning firm for the foreseeable future and 0 otherwise. Additional variable included: Time in the industry is the ln of time spent since joining the financial planning industry. All other variables are defined the same as in Table 2. *, **, and *** represents significance at 90%, 95%, and 99% confidence levels, respectively