

**Table 4: What Makes Women Stay in the Industry?**

Variable	Model
Time in the Industry	0.261 (0.005)***
Relationship	-0.030 (0.464)
Children	0.0917 (0.008)***
CFP	0.0593 (0.137)
CPA or EA	0.0487 (0.124)
Other Designation	0.0279 (0.218)
Education	-0.012 (0.642)
Income	-0.008 (0.676)
Female Presence	-0.050 (0.210)
Advocate for Myself	0.021 (0.598)
Responsible for Client Acquisition	0.093 (0.038)**
Make a Difference	0.002 (0.169)
Firm Focused on Retention	-0.008 (0.825)
Meaningful Work	0.006 (0.061)*
Others Seek Input	0.005 (0.500)
Constant	422 (0.020)**
N	199
Prob > F	0.0778*
R-squared	0.2268

The dependent variable equals 1 if the respondent indicates that she plans to remain in the financial advising industry for the foreseeable future and 0 otherwise. All independent variables are defined the same as in Table 2. \*, \*\*, and \*\*\* represents significance at 90%, 95%, and 99% confidence levels, respectively.