

**Table 5: Why Do Women Stay in Their Current Firms?**

Variable	Model I	Model II
Perceived Work	-.121 (0.054)*	-.112 (0.037)**
Included in Outings	.0438 (0.522)	.027 (0.622)
Left Out of Decisions	-.241 (0.005)***	-.061 (0.455)
Credible and Trusted Coworkers	.132 (0.087)*	.007 (0.913)
Liked	.001 (0.494)	-.000 (0.871)
Risktaker	.104 (0.100)	.010 (0.842)
Responsible for Client Acquisition		.125 (0.034)**
Firm Focused on Retention		.192 (0.001)***
Time in the Industry		-.206 (0.140)
N	222	223
Prob > F	.0000***	.0690*
R-squared	0.173	.1032

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 variables include: Credible and trusted coworkers equals 1 if the coworkers are perceived as credible and trustworthy and 0 otherwise. Liked equals 1 if the respondent perceived to be liked at work and 0 otherwise. Risktaker equals 1 if the respondent indicates she is a risk taker and 0 otherwise. Responsible for client acq. equals 1 if the respondent is responsible for bringing in new clients and 0 otherwise. The firm focused on retention equals 1 if the respondent perceived the firm to be focused on female retention and 0 otherwise. Time in the industry is the ln of time spent since joining the financial planning industry. All other variables are defined in the data and methodology section. \*, \*\*, and \*\*\* represents significance at 90%, 95%, and 99% confidence levels, respectively.