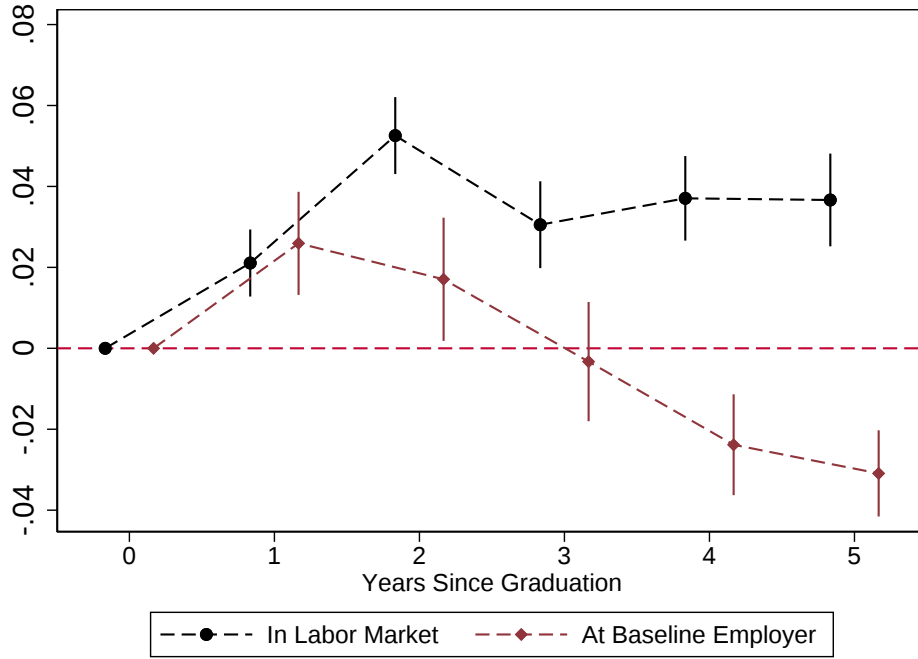
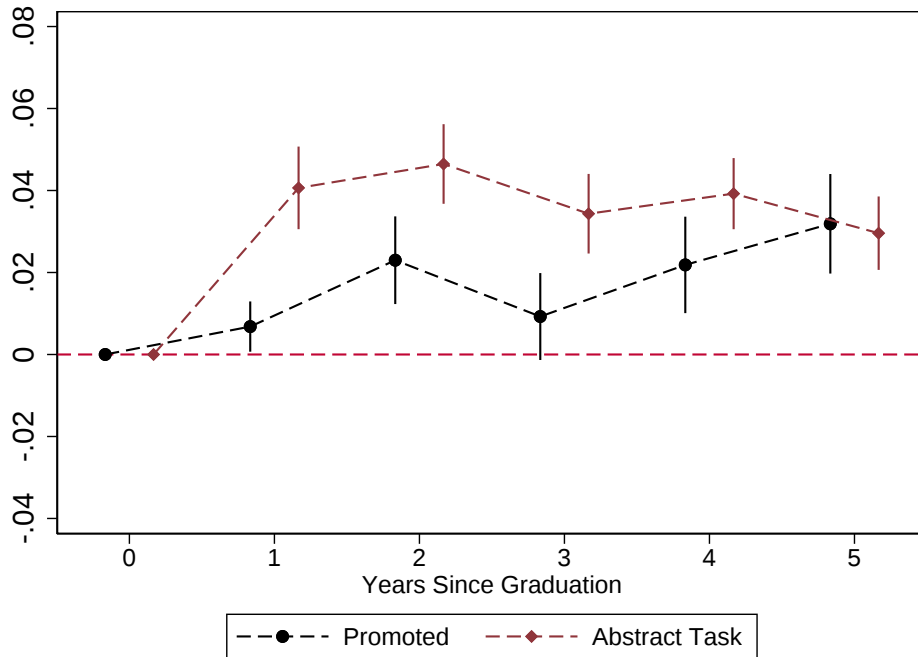


Are Some Firms Better for Women's Careers?
Garima Sharma, Shreya Tandon, Lisa Ho, Pulak Ghosh and Stephanie Hao
Supplemental Appendix

Figure 1: Effect on Career Outcomes for Men (5 Years)



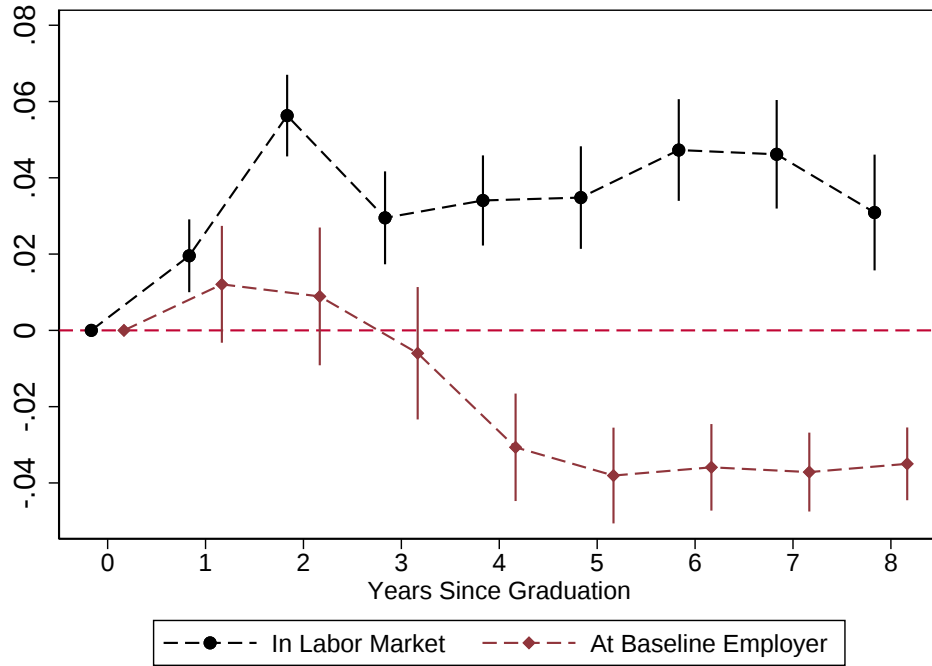
Panel A: Retention



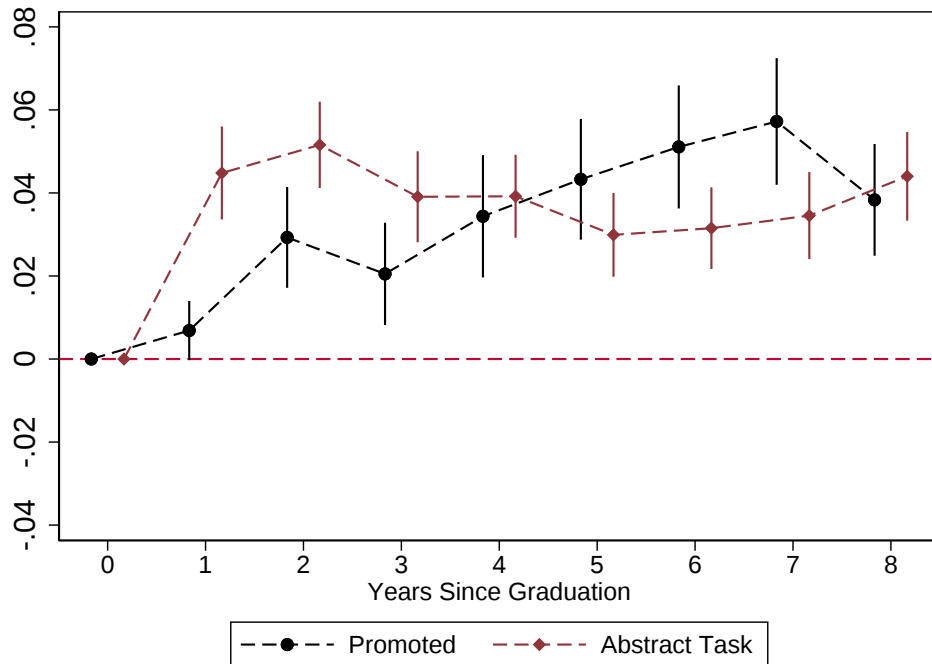
Panel B: Job Quality

Figures depict β_t coefficients and 95% confidence intervals from a regression comparing the career outcomes of men who begin post-college careers at a female-friendly firm by chance, to peers graduating from the same university and degree program in the two prior years up to 5 years after graduation. The sample includes all first recruitment events between 2011 and 2018. Standard errors are clustered at the university level.

Figure 2: Effect on Career Outcomes for Men (8 Years)



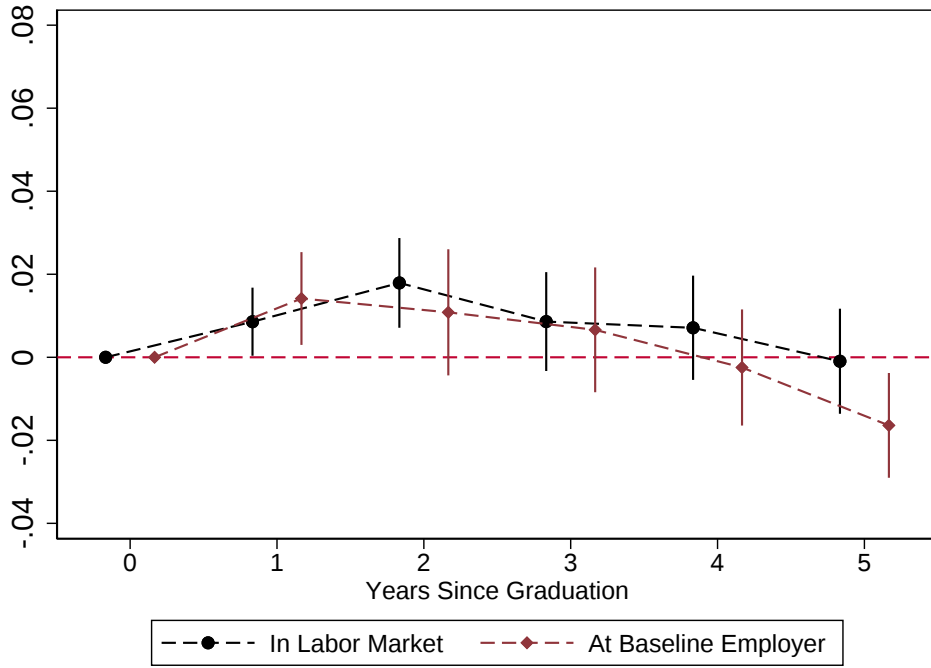
Panel A: Retention



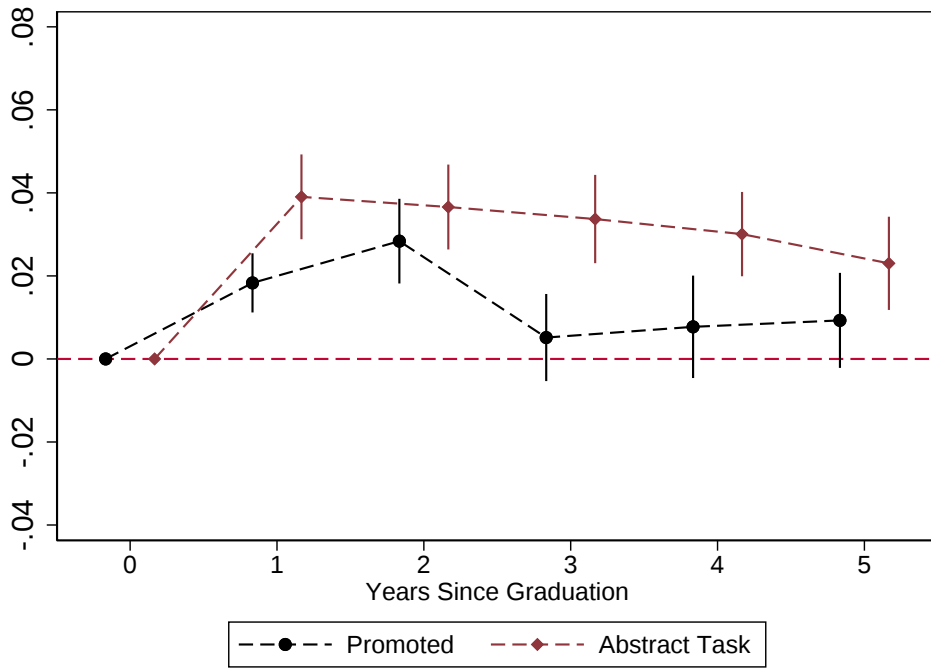
Panel B: Job Quality

Figures depict β_t coefficients and 95% confidence intervals from a regression comparing the career outcomes of men who begin post-college careers at a female-friendly firm by chance, to peers graduating from the same university and degree program in the two prior years up to 8 years after graduation. The sample includes all first recruitment events between 2011 and 2018. Standard errors are clustered at the university level.

Figure 3: Effect on Career Outcomes for Women at Firms with 100+ Workers (5 Years)



Panel A: Retention



Panel B: Job Quality

Figures depict β_t coefficients and 95% confidence intervals from a regression comparing the career outcomes of women who begin post-college careers at a female-friendly firm by chance, to peers graduating from the same university and degree program in the two prior years up to 5 years after graduation. The sample includes all first recruitment events between 2011 and 2018. The sample is further restricted to women hired by firms that have at least 100 employees represented in the LinkedIn data. Standard errors are clustered at the university level.