

**Table 4A.1 Gender and Race/Ethnicity by Social Background (Percent)**

<i>Social Background Characteristics</i>	<b>Overall</b>	<i>Gender</i>		<i>Race/Ethnicity</i>				
		<b>Woman</b>	<b>Man</b>	<b>African American</b>	<b>Latinx</b>	<b>Native American/Other</b>	<b>Asian American</b>	<b>White</b>
<i>Parent Nativity</i>								
<b>US-Born</b>	77.0	74.6	79.5	72.4	38.9	83.9	7.2	90.5
<b>Foreign-Born</b>	23.0	25.4	20.5	27.6	61.1	16.1	92.8	9.5
<b>Total (N)</b>	1,433	744	689	123	126	31	125	1,028
$\chi^2$		4.92 *		554.32 ***				
<i>Parent Education</i>								
<b>High School or Less</b>	17.2	18.1	16.3	23.2	31.2	22.9	16.2	14.7
<b>Some College</b>	12.5	13.4	11.5	18.5	16.9	18.8	9.2	11.4
<b>Bachelors Degree</b>	20.2	18.0	22.5	13.1	18.0	14.6	24.9	21.0
<b>Graduate/Professional School</b>	50.1	50.5	49.7	45.2	33.9	43.8	49.7	53.0
<b>Total (N)</b>	1,747	1,005	1,006	168	183	48	185	1,426
$\chi^2$		7.40		63.54 ***				
<i>Parent Occupation</i>								
<b>Manager/Senior Official</b>	32.6	32.0	33.1	31.6	27.3	22.0	40.3	32.8
<b>Professional</b>	42.8	42.1	43.5	35.3	33.1	46.3	40.9	44.8
<b>Technician/Clerk</b>	18.5	19.3	17.7	27.2	24.0	26.8	13.0	17.3
<b>Blue Collar</b>	6.2	6.6	5.7	5.9	15.6	4.9	5.8	5.2
<b>Total (N)</b>	2,011	875	872	136	154	41	154	1,261
$\chi^2$		1.59		49.70 ***				

\* $p \leq .05$ , \*\*\* $p \leq .001$

**Table 4A.2 Undergraduate and Law School Ranking by Gender and Race/Ethnicity (Percent)**

Ranking	Overall	Gender		Race/Ethnicity				
		Woman	Man	African American	Latinx	Native American/ American/	Asian American	White
<i>Undergraduate School</i>								
<b>Top 25</b>	23.3	23.0	23.7	29.0	35.4	18.8	45.6	18.3
<b>26-100</b>	40.2	40.2	40.1	30.8	34.3	43.8	34.6	42.7
<b>Other</b>	36.5	36.8	36.2	40.2	30.3	37.5	19.8	39.0
<b>Total (N)</b>	1,971	984	987	169	175	48	182	1,396
$\chi^2$		0.2		95.2 ***				
<i>Law School</i>								
<b>Top 10</b>	10.3	10.3	10.4	15.4	13.9	6.3	14.0	8.9
<b>11-20</b>	13.0	13.1	12.9	14.8	17.8	12.5	23.1	10.8
<b>21-50</b>	21.7	19.6	23.8	25.4	23.3	14.6	21.0	21.4
<b>51-100</b>	28.0	29.0	27.0	19.5	27.2	35.4	24.2	29.4
<b>Tier 3-4</b>	27.0	28.0	26.0	24.9	17.8	31.3	17.7	29.5
<b>Total (N)</b>	1,997	1,003	994	169	180	48	186	1,413
$\chi^2$		5.6		61.3 ***				

\*\*\*  $p \leq 001$

**Table 4A.3 Undergraduate School Ranking and GPA by Law School Ranking (Percent)**

<i>Law School Ranking</i>	<i>Undergraduate School Ranking</i>			<i>Undergraduate GPA</i>				
	<b>Top 25</b>	<b>26-100</b>	<b>Other</b>	<b>3.75-4.0</b>	<b>3.5-3.74</b>	<b>3.25-3.49</b>	<b>3.0-3.24</b>	<b>Below 3.0</b>
<b>Top 10</b>	25.8	6.9	3.7	22.9	12.7	3.6	3.3	0.0
<b>11-20</b>	24.9	12.3	5.7	18.3	15.5	11.1	9.1	5.5
<b>21-50</b>	21.0	26.1	17.4	22.6	24.3	26.7	15.6	12.9
<b>51-100</b>	20.3	28.6	32.3	19.9	23.7	30.3	37.9	30.7
<b>Tier 3-4</b>	8.1	26.2	40.9	16.3	23.7	28.2	34.2	50.9
<b>Total (N)</b>	458	787	697	306	354	333	243	163
$\chi^2$	362.14 ***			201.75 ***				

\*\*\* $p \leq .001$

**Table 4A.4: Coefficients for Nested Multinomial Logistic Regression Models Predicting Law School Ranking (N=1,995)**

	Top 10	11-20	21-50	51-100	Top 10	11-20	21-50	51-100	Top 10	11-20	21-50	51-100
<b>Intercept</b>	-2.715 ***	-2.120 ***	-0.809 ***	-0.353 *	-7.072 ***	-4.696 ***	-2.398 ***	-0.767 ***	-8.927 ***	-5.564 ***	-2.563 ***	-0.669 ***
<b>Woman</b>	-0.210	-0.157	-0.332 *	-0.010	-0.682 ***	-0.462 **	-0.563 ***	-0.077	-0.222	-0.118	-0.306	0.046
<b>African American</b>	0.791 **	0.564 *	0.379	-0.221	1.715 ***	1.123 ***	0.783 **	-0.142	5.041 ***	3.667 ***	2.398 ***	0.573 *
<b>Latinx</b>	1.012 ***	1.077 ***	0.505	0.436	1.118 **	1.098 ***	0.534	0.393	2.962 ***	2.552 ***	1.505 ***	0.865 **
<b>Native American/Other</b>	-0.347	0.150	-0.428	0.146	-0.024	0.228	-0.405	0.153	0.851	0.846	0.055	0.410
<b>Asian American</b>	0.614	1.011 ***	0.145	0.195	0.207	0.713 *	0.028	0.079	1.141 *	1.463 ***	0.584	0.404
<b>Foreign-Born Parent</b>	0.803 **	0.614 *	0.723 ***	0.258	0.591	0.387	0.564 *	0.164	0.840 *	0.520	0.603 *	0.158
<b>Parent College</b>	1.298 ***	0.916 **	0.247	0.270	1.402 ***	0.993 **	0.250	0.257	1.362 **	0.926 *	0.194	0.239
<b>Parent Bachelors Degree</b>	1.055 **	0.798 **	0.392	0.259	0.971 *	0.785 *	0.345	0.246	0.619	0.460	0.154	0.190
<b>Parent Graduate/Professional School</b>	2.016 ***	1.551 ***	0.878 ***	0.506 **	1.876 ***	1.437 ***	0.778 ***	0.433 *	1.322 **	0.967 **	0.454 *	0.288
<b>Top 25 Undergraduate School</b>					4.428 ***	3.455 ***	2.016 ***	1.178 ***	3.560 ***	2.738 ***	1.500 ***	0.917 ***
<b>Undergraduate School Ranked 26-100</b>					1.245 ***	1.297 ***	0.921 ***	0.327 *	0.962 **	1.132 ***	0.826 ***	0.274 *
<b>3.75-4.0 Undergraduate GPA</b>					5.005 ***	2.962 ***	1.985 ***	0.590 *	5.207 ***	3.050 ***	2.010 ***	0.600 *
<b>3.5-3.74 Undergraduate GPA</b>					3.464 ***	2.047 ***	1.525 ***	0.329	3.770 ***	2.249 ***	1.598 ***	0.329
<b>3.25-3.49 Undergraduate GPA</b>					1.479 **	1.183 ***	1.282 ***	0.355	1.784 **	1.362 ***	1.379 ***	0.405 *
<b>LSAT Score</b>									3.359 ***	2.608 ***	1.704 ***	0.786 ***

Note: Reference category for dependent variable is tier 3-4 law schools. Omitted categories include man, white, US-born parents, parents high school or less, other undergraduate school, and undergraduate GPA below 3.25. Missing values imputed.

\* $p \leq 0.05$ , \*\* $p \leq 0.01$ , \*\*\* $p \leq 0.001$

Table 4A.5: Coefficients for Nested Multinomial Logistic Regression Models Predicting First Practice Setting (N=2,021)

	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	P/ Non-Profit/ Education	Business	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	P/ Non-Profit/ Education	Business
Intercept	-0.906 ***	-2.315 ***	-2.068 ***	-1.529 ***	-2.206 ***	-1.282 ***	-1.348 ***	-3.206 ***	-2.488 ***	-1.489 ***	-2.261 ***	-1.048 ***
Woman	0.104	0.117	0.105	0.132	1.044 ***	0.014	0.106	0.133	0.045	0.120	1.034 ***	0.038
African American	0.648 *	1.843 ***	1.245 **	1.266 ***	1.524 ***	0.829 *	0.665 *	1.529 ***	1.311 **	1.240 ***	1.194 ***	0.856 *
Latinx	-0.155	0.619 *	-0.151	0.562	0.362	0.149	-0.112	0.458	-0.069	0.535	0.209	0.164
Native American/Other	-0.611	0.013	0.008	-0.027	0.072	-0.018	-0.527	0.056	0.071	-0.061	0.009	-0.030
Asian American	-0.336	0.182	0.459	0.241	-0.181	0.263	-0.416	-0.004	0.506	0.272	-0.235	0.277
Foreign-Born Parent	-0.004	-0.019	-0.235	-0.426	-0.066	0.074	-0.075	-0.148	-0.209	-0.387	-0.062	0.066
Parent College	-0.107	0.475	-0.357	0.523	-0.369	0.152	-0.224	0.208	-0.343	0.571	-0.417	0.151
Parent Bachelors Degree	0.279	0.516 *	0.034	0.122	-0.112	0.154	0.158	0.211	0.009	0.158	-0.094	0.161
Parent Graduate/Professional School	-0.001	0.528 *	0.192	0.133	-0.161	-0.045	-0.126	0.158	0.185	0.161	-0.181	-0.022
Top 25 Undergraduate School	0.441 *	0.851 ***	0.385	-0.085	0.398	0.208	0.187	0.116	0.249	-0.031	0.102	0.326
Undergraduate School Ranked 26-100	0.218	0.246	0.131	0.232	0.040	-0.050	0.121	0.010	0.057	0.253	-0.048	0.012
3.75-4.0 Undergraduate GPA	0.602 **	1.254 ***	0.243	0.258	0.111	0.247	0.163	-0.063	-0.106	0.338	-0.267	0.472
3.5-3.74 Undergraduate GPA	0.593 **	1.101 ***	0.688 *	0.339	0.445	0.528 *	0.249	0.161	0.505	0.393	0.243	0.674 *
3.25-3.49 Undergraduate GPA	0.414	0.699 *	0.299	0.116	0.524	0.545 *	0.209	0.281	0.154	0.183	0.458	0.653 *
LSAT Score	0.433 ***	0.979 ***	0.321 *	-0.003	0.592 ***	0.180	0.184	0.298 *	0.159	0.047	0.370 *	0.316 *
Top 10 Law School							1.378 **	3.835 ***	1.017	0.218	1.985 ***	0.198
Law School Ranked 11-20							1.020 ***	2.292 ***	-0.205	-0.474	0.504	-0.624
Law School Ranked 21-50							0.671 **	1.643 ***	0.461	-0.129	0.436	-0.367
Law School Ranked 51-100							0.228	0.433	0.166	-0.055	0.293	-0.310
3.75-4.0 Law School GPA							0.507	1.581 ***	0.513	-0.415	0.176	-1.199
3.5-3.74 Law School GPA							1.066 ***	2.254 ***	0.801 *	-0.145	-0.126	-0.288
3.25-3.49 Law School GPA							0.689 **	1.082 ***	0.612	-0.268	-0.050	-0.334
Judicial Clerkship							-0.744	-0.779	0.354	0.335	0.375	-0.383
Law Review Member							0.845 **	0.755 *	-0.234	-0.236	-0.092	-0.083
Law Review Editor							1.037 ***	1.325 ***	0.569	-0.310	-0.816	0.009

Note: Reference category for dependent variable is solo practice and firms 2-20. Omitted categories include man, white, US-born parents, parent high school or less, other undergraduate school, undergraduate GPA below 3.25, tier 3-4 law school, law school GPA below 3.25, did not do a judicial clerkship, and not involved in law review. Missing values imputed.

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

**Table 4A.6: Wave 3 Practice Setting by Gender and Race/Ethnicity (Percent)**

<i>Wave 3 Practice Setting</i>	<i>Gender</i>		<i>Race/Ethnicity</i>				
	<b>Woman</b>	<b>Man</b>	<b>African American</b>	<b>Latinx</b>	<b>Native American/ Other</b>	<b>Asian American</b>	<b>White</b>
<b>Solo/Law Firm 2-20</b>	44.0	56.0	5.7	9.1	3.4	8.3	73.5
<b>Law Firm 21-250</b>	44.9	55.1	6.0	7.3	1.3	7.7	77.7
<b>Law Firm 251+</b>	43.9	56.2	7.0	9.6	1.1	9.6	72.7
<b>Federal Government</b>	51.3	48.7	14.3	12.6	1.7	11.8	59.7
<b>State Government</b>	53.5	46.6	11.6	10.3	2.2	9.1	66.8
<b>PI and Non-Profit/Education</b>	64.1	35.9	15.0	9.6	1.8	10.0	63.6
<b>Business</b>	43.9	56.2	8.0	8.0	2.4	10.2	71.4
<b>Total (N)</b>	895	966	162	170	42	182	1,314
$\chi^2$	34.0 ***		42.4 **				

\*  $p \leq 0.05$ , \*\*\*  $p \leq 0.001$

Table 4A.7: Coefficients for Nested Multinomial Logistic Regression Models Predicting Wave 3 Practice Setting (N=1,859)

	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	PI/ Non-Profit/ Education	Business	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	PI/ Non-Profit/ Education	Business
Intercept	-1.466 ***	-2.540 ***	-2.846 ***	-1.090 ***	-1.968 ***	-0.694 ***	-1.871 ***	-3.804 ***	-3.905 ***	-2.213 ***	-2.515 ***	-1.711 ***
Woman	0.074	0.042	0.194	0.335	0.945 ***	0.055	0.067	-0.035	0.135	0.293	0.763 ***	0.022
African American	0.323	0.404	1.405 ***	0.655 *	1.352 ***	0.578	0.200	-0.225	0.985 *	0.264	1.149 ***	0.243
Latinx	-0.165	-0.008	0.525	0.095	0.220	-0.086	-0.115	-0.109	0.474	-0.135	0.240	-0.147
Native American/Other	-0.883	-1.026	-0.384	-0.389	-0.373	-0.247	-0.795	-1.223	-0.787	-0.569	-0.479	-0.220
Asian American	-0.193	-0.155	0.361	0.100	0.098	0.124	-0.041	-0.133	0.186	0.008	0.103	0.044
Top 25 Undergraduate School	0.163	0.728 *	0.636 *	0.248	0.420	0.340	0.113	0.822 **	0.697 *	0.381	0.417	0.364
Undergraduate School Ranked 26-100	0.100	0.530 *	0.291	0.244	0.345	0.425 **	0.070	0.650 **	0.344	0.223	0.396	0.520 **
3.75-4.0 Undergraduate GPA	0.055	0.010	0.441	-0.004	-0.094	0.011	-0.004	-0.007	0.487	-0.111	-0.079	-0.077
3.5-3.74 Undergraduate GPA	0.191	0.148	0.829 *	0.227	0.080	0.182	0.175	0.095	0.721	0.164	-0.015	0.050
3.25-3.49 Undergraduate GPA	-0.164	0.449	0.401	0.035	-0.015	-0.022	-0.186	0.350	0.340	0.021	-0.129	-0.184
LSAT Score	0.224	0.118	0.233	0.036	0.638 ***	0.294 *	0.187	-0.025	0.157	-0.005	0.560 ***	0.181
Top 10 Law School	0.539	2.039 ***	1.153 *	-0.094	1.069 *	1.075 **	0.365	0.597	0.862	0.129	0.881	0.568
Law School Ranked 11-20	0.570	1.218 **	0.015	-0.061	0.253	0.353	0.333	0.282	0.006	0.273	0.303	0.136
Law School Ranked 21-50	0.466	0.508	0.099	0.111	0.252	0.044	0.310	-0.231	-0.066	0.244	0.205	-0.138
Law School Ranked 51-100	0.176	0.031	0.176	-0.106	-0.108	-0.171	0.128	-0.112	0.108	-0.095	-0.207	-0.144
3.75-4.0 Law School GPA	-0.004	0.622	-0.405	-1.328 *	-0.892	0.052	-0.166	0.042	-0.679	-1.306	-0.884	-0.025
3.5-3.74 Law School GPA	0.348	0.566	0.293	-0.505	-0.268	-0.202	0.028	-0.531	-0.059	-0.309	-0.126	-0.608 *
3.25-3.49 Law School GPA	0.344	0.132	0.179	-0.332	-0.185	-0.208	0.088	-0.436	-0.067	-0.205	-0.101	-0.354
Judicial Clerkship	0.396	0.331	0.380	0.896	0.229	-0.528	0.685	0.654	0.313	0.914	0.145	-0.335
Law Review Member	0.277	-0.017	0.109	-0.419	0.361	-0.118	-0.066	-0.461	0.097	-0.255	0.408	-0.298
Law Review Editor	0.585 *	1.027 ***	0.463	0.059	0.409	0.779 **	0.245	0.499	0.356	0.314	0.574	0.530 *
Law Firm 21-250							1.937 ***	2.593 ***	0.746	0.184	0.346	1.716 ***
Law Firm 251+							0.757 *	4.245 ***	1.956 ***	0.473	0.513	2.314 ***
Federal Government							-0.307	1.358	3.474 ***	1.174 **	0.623	1.628 ***
State Government							0.237	1.389 *	2.068 ***	3.102 ***	0.967 ***	0.553
PI and Non-Profit/Education							-0.562	1.310	1.901 ***	1.564 ***	2.600 ***	1.117 **
Business							-0.261	1.885 ***	1.271 *	1.546 ***	1.093 ***	2.601 ***

Note: Reference category for dependent variable is solo practice and firms 2-20. Omitted categories include man, white, other undergraduate school, undergraduate GPA below 3.25, tier 3-4 law school, law school GPA below 3.25, did not do a judicial clerkship, not involved in law review, and first setting solo practice and firms 2-20. Missing values imputed.

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

**Table 4A.8: Coefficients for Multinomial Logistic Regression Model Predicting Law School Ranking with Race\*Gender (N=1,995)**

	<b>Top 10</b>	<b>11-20</b>	<b>21-50</b>	<b>51-100</b>
<b>Intercept</b>	-8.073 ***	-5.180 ***	-2.327 ***	-0.675 ***
<b>White Woman</b>	-0.252	-0.070	-0.332	0.167
<b>Woman of Color</b>	2.200 ***	2.016 ***	0.997 ***	0.525 *
<b>Man of Color</b>	2.130 ***	2.045 ***	1.071 ***	0.800 ***
<b>Foreign-Born Parent</b>	0.815 *	0.641 *	0.646 **	0.250
<b>Parent College</b>	1.474 **	0.923 *	0.172	0.209
<b>Parent Bachelors Degree</b>	0.513	0.411	0.081	0.142
<b>Parent Graduate/Professional School</b>	1.314 ***	0.967 **	0.440 *	0.257
<b>Top 25 Undergraduate School</b>	3.368 ***	2.644 ***	1.446 ***	0.913 ***
<b>Undergraduate School Ranked 26-100</b>	0.821 *	1.045 ***	0.767 ***	0.260
<b>3.75-4.0 Undergraduate GPA</b>	4.751 ***	2.742 ***	1.814 ***	0.531 *
<b>3.5-3.74 Undergraduate GPA</b>	3.396 ***	2.036 ***	1.459 ***	0.303
<b>3.25-3.49 Undergraduate GPA</b>	1.566 **	1.153 ***	1.229 ***	0.339
<b>LSAT Score</b>	2.951 ***	2.336 ***	1.528 ***	0.760 ***

Note: Reference category for dependent variable is tier 3-4 law schools. Omitted categories include white man, US-born parents, parent high school or less, other undergraduate school, and undergraduate GPA below 3.25. Missing values imputed.

\* $p \leq 0.05$ , \*\* $p \leq 0.01$ , \*\*\* $p \leq 0.001$



**Table 4A.9: Coefficients for Multinomial Logistic Regression Model Predicting First Practice Setting with Race\*Gender (N=2,021)**

	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	P/ Non-Profit/ Education	Business
<b>Intercept</b>	-1.330 ***	-3.097 ***	-2.486 ***	-1.378 ***	-2.151 ***	-1.062 ***
<b>White Woman</b>	0.072	0.191	-0.071	0.004	0.972 ***	0.114
<b>Woman of Color</b>	0.025	0.524 *	0.608	0.749 **	1.324 ***	0.358
<b>Man of Color</b>	-0.186	0.528	0.269	0.349	0.072	0.399
<b>Foreign-Born Parent</b>	-0.129	-0.206	-0.246	-0.467	-0.092	0.068
<b>Parent College</b>	-0.223	0.238	-0.329	0.571	-0.386	0.160
<b>Parent Bachelors Degree</b>	0.128	0.193	0.018	0.131	-0.136	0.160
<b>Parent Graduate/Professional School</b>	-0.131	0.154	0.227	0.167	-0.163	-0.011
<b>Top 25 Undergraduate School</b>	0.187	0.102	0.255	-0.057	0.069	0.305
<b>Undergraduate School Ranked 26-10</b>	0.111	-0.011	0.049	0.226	-0.071	-0.011
<b>3.75-4.0 Undergraduate GPA</b>	0.144	-0.128	-0.116	0.287	-0.378	0.400
<b>3.5-3.74 Undergraduate GPA</b>	0.218	0.070	0.498	0.338	0.164	0.599 *
<b>3.25-3.49 Undergraduate GPA</b>	0.199	0.257	0.155	0.130	0.380	0.595 *
<b>LSAT Score</b>	0.101	0.186	0.059	-0.039	0.254	0.257 *
<b>Top 10 Law School</b>	1.524 **	4.056 ***	1.220	0.450	2.266 ***	0.319
<b>Law School Ranked 11-20</b>	1.118 ***	2.429 ***	-0.082	-0.358	0.629	-0.531
<b>Law School Ranked 21-50</b>	0.770 ***	1.761 ***	0.561	-0.026	0.555	-0.280
<b>Law School Ranked 51-100</b>	0.262	0.472	0.195	-0.034	0.318	-0.299
<b>3.75-4.0 Law School GPA</b>	0.518	1.435 ***	0.603	-0.410	0.125	-1.179
<b>3.5-3.74 Law School GPA</b>	1.111 ***	2.134 ***	0.857 *	-0.163	-0.168	-0.220
<b>3.25-3.49 Law School GPA</b>	0.686 **	0.925 ***	0.643 *	-0.296	-0.097	-0.365
<b>Judicial Clerkship</b>	-0.701	-0.638	0.291	0.243	0.376	-0.321
<b>Law Review Member</b>	0.820 **	0.777 *	-0.226	-0.276	-0.130	-0.060
<b>Law Review Editor</b>	1.009 ***	1.305 ***	0.558	-0.288	-0.785	-0.013

Note: Reference category for dependent variable is solo practice and firms 2-20. Omitted categories include white man, other undergraduate school, undergraduate GPA below 3.25, tier 3-4 law school, law school GPA below 3.25, did not do a judicial clerkship, and not involved in law review. Missing values imputed.

\*p≤.05, \*\*p≤.01, \*\*\*p≤.001

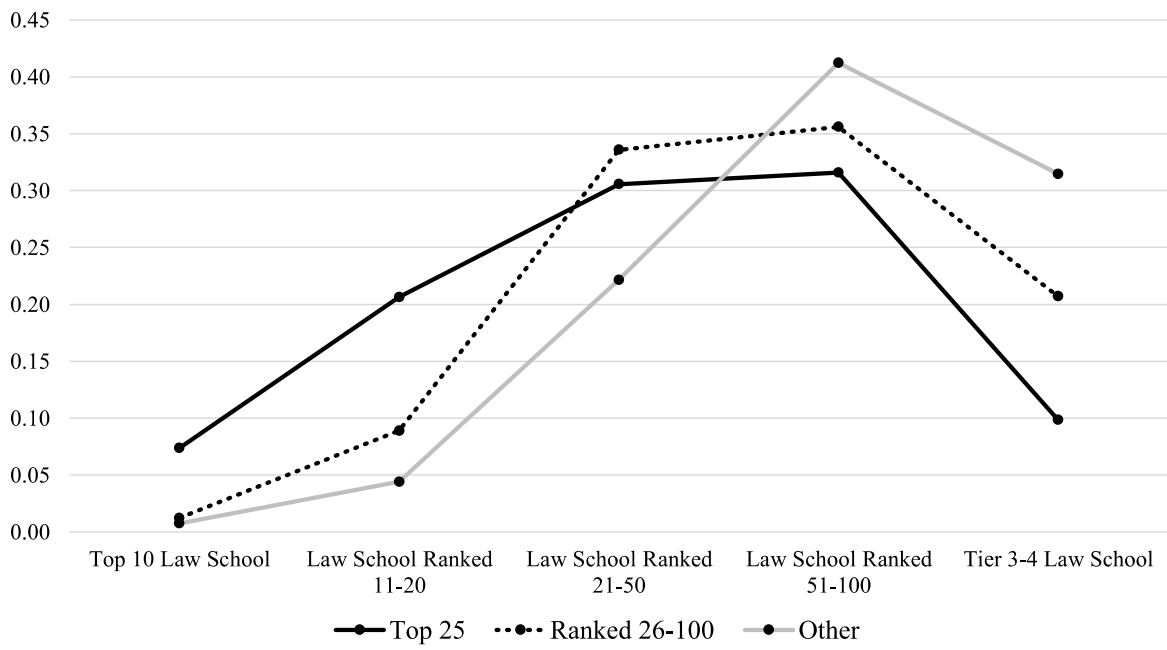
**Table 4A.10: Coefficients for Multinomial Logistic Regression Model Predicting Wave 3 Practice Setting with Race\*Gender (N=1,825)**

	Law Firm 21-250	Law Firm 251+	Federal Government	State Government	PI/ Non-Profit/ Education	Business
<b>Intercept</b>	-1.917 ***	-3.741 ***	-4.003 ***	-2.346 ***	-2.567 ***	-1.758 ***
<b>White Woman</b>	0.092	-0.235	0.296	0.394	0.827 ***	0.093
<b>Woman of Color</b>	-0.111	-0.070	0.472	0.318	1.099 ***	-0.033
<b>Man of Color</b>	-0.127	-0.626	0.562	0.046	0.319	0.066
<b>Top 25 Undergraduate School</b>	0.076	0.786 *	0.627	0.367	0.339	0.356
<b>Undergraduate School Ranked 26-1</b>	0.089	0.650 **	0.284	0.224	0.370	0.538 **
<b>3.75-4.0 Undergraduate GPA</b>	-0.011	-0.003	0.478	0.025	-0.089	-0.078
<b>3.5-3.74 Undergraduate GPA</b>	0.148	0.118	0.676	0.276	-0.085	0.061
<b>3.25-3.49 Undergraduate GPA</b>	-0.162	0.378	0.334	0.084	-0.142	-0.173
<b>LSAT Score</b>	0.142	-0.006	0.005	-0.021	0.429 **	0.147
<b>Top 10 Law School</b>	0.587	0.587	1.206 *	0.200	1.197 **	0.590
<b>Law School Ranked 11-20</b>	0.443	0.272	0.225	0.262	0.497	0.181
<b>Law School Ranked 21-50</b>	0.371	-0.226	0.094	0.253	0.392	-0.089
<b>Law School Ranked 51-100</b>	0.156	-0.119	0.148	-0.093	-0.146	-0.137
<b>3.75-4.0 Law School GPA</b>	-0.153	0.243	-0.776	-1.197	-0.933	-0.005
<b>3.5-3.74 Law School GPA</b>	0.153	-0.333	-0.096	-0.414	-0.119	-0.528
<b>3.25-3.49 Law School GPA</b>	0.087	-0.340	-0.075	-0.256	-0.157	-0.313
<b>Judicial Clerkship</b>	0.533	0.640	0.412	0.882	0.162	-0.278
<b>Law Review Member</b>	-0.068	-0.554	0.157	-0.213	0.393	-0.278
<b>Law Review Editor</b>	0.257	0.437	0.368	0.321	0.543	0.510
<b>Law Firm 21-250</b>	1.952 ***	2.518 ***	0.795	0.244	0.426	1.702 ***
<b>Law Firm 251+</b>	0.747 *	4.147 ***	1.984 ***	0.531	0.600	2.286 ***
<b>Federal Government</b>	-0.232	1.302	3.556 ***	1.281 **	0.754	1.685 ***
<b>State Government</b>	0.168	1.370 *	2.139 ***	3.157 ***	1.071 **	0.569
<b>PI and Non-Profit/Education</b>	-0.505	1.257	1.932 ***	1.597 ***	2.624 ***	1.030 **
<b>Business</b>	-0.192	1.755 ***	1.294 *	1.617 ***	1.152 ***	2.572 ***

Note: Reference category for dependent variable is solo practice and firms 2-20. Omitted categories include white man, other undergraduate school, undergraduate GPA below 3.25, tier 3-4 law school, law school GPA below 3.25, did not do a judicial clerkship, not involved in law review, and first setting solo practice and firms 2-20. Missing values imputed.

\*p≤.05, \*\*p≤.01, \*\*\*p≤.001

**Figure 4A.1: Predicted Probability of Law School Ranking by Undergraduate School Ranking**



**Figure 4A.2: Predicted Probability of Law School Ranking by Race/Ethnicity**

