

**Table X5.8. Tenure Frequencies - Males in Software by Firm Type, Tenure, Age, and Education**

**Edu** Low  
**Age** 25-34

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	1,068	1,027	429	319	2,843
≥0	Large	High	404	1,170	423	136	2,133
≥0	Small	Low	701	663	293	236	1,893
≥0	Small	High	716	1,018	364	166	2,264
<0	Large	Low	489	638	152	138	1,417
<0	Large	High	335	534	98	17	984
<0	Small	Low	273	318	103	53	747
<0	Small	High	387	555	72	38	1,052
	Total		4,373	5,923	1,934	1,103	13,333

**Edu** Medium  
**Age** 25-34

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	881	934	396	277	2,488
≥0	Large	High	329	1,017	381	137	1,864
≥0	Small	Low	593	533	286	208	1,620
≥0	Small	High	611	899	319	148	1,977
<0	Large	Low	477	553	155	116	1,301
<0	Large	High	236	482	95	21	834
<0	Small	Low	204	296	78	63	641
<0	Small	High	356	460	81	48	945
	Total		3,687	5,174	1,791	1,018	11,670

**Edu** High  
**Age** 25-34

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	2,129	2,072	935	730	5,866
≥0	Large	High	805	2,625	983	357	4,770
≥0	Small	Low	1,441	1,344	675	510	3,970
≥0	Small	High	1,397	2,093	812	369	4,671
<0	Large	Low	1,030	1,229	387	226	2,872
<0	Large	High	652	1,091	245	34	2,022
<0	Small	Low	471	581	194	133	1,379
<0	Small	High	802	1,169	171	57	2,199
	Total		8,727	12,204	4,402	2,416	27,749

**Edu** Low  
**Age** 35-54

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	532	594	272	212	1,610
≥0	Large	High	182	367	211	67	827
≥0	Small	Low	383	356	202	180	1,121
≥0	Small	High	326	429	185	129	1,069
<0	Large	Low	270	435	99	154	958
<0	Large	High	146	205	119	8	478
<0	Small	Low	135	222	87	79	523
<0	Small	High	170	252	62	32	516
	Total		2,144	2,860	1,237	861	7,102

**Edu** Medium  
**Age** 35-54

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	534	710	308	230	1,782
≥0	Large	High	160	473	222	84	939
≥0	Small	Low	458	428	241	241	1,368
≥0	Small	High	382	522	216	112	1,232
<0	Large	Low	260	393	131	162	946
<0	Large	High	142	222	122	24	510
<0	Small	Low	144	217	98	90	549
<0	Small	High	178	288	68	39	573
	Total		2,258	3,253	1,406	982	7,899

**Edu** High  
**Age** 35-54

Firm Growth	Firm Size	Firm Turnover	Tenure (years)				Total Obs
			<1	1-3	3-5	5+	
≥0	Large	Low	1,755	2,233	1,168	967	6,123
≥0	Large	High	587	1,638	904	322	3,451
≥0	Small	Low	1,381	1,371	830	880	4,462
≥0	Small	High	1,168	1,756	703	489	4,116
<0	Large	Low	1,021	1,422	452	725	3,620
<0	Large	High	454	776	490	76	1,796
<0	Small	Low	453	639	301	282	1,675
<0	Small	High	583	909	205	124	1,821
	Total		7,402	10,744	5,053	3,865	27,064

Source: Authors' calculations from LEHD Data