



Season Six: Episode Six
Women, Wealth, and Economic Growth
Launch Date: March 5, 2026

[Music]

Jenny Abramson: I was running a mobile tech company, and I realized I was often almost always the only female on stage when I was getting interviewed.

Hillary Ribaud: Over a decade ago, Jenny Abramson was the CEO of LiveSafe, a safety tech platform used by schools and workplaces.

Jenny: I had gone to college and business school at great places with incredible females, amazing people. And I kept wondering where were all these women?

And as a data nerd from Stanford, I looked up the data, and I saw that I think only about 2% of all venture dollars were going to female CEOs.

And my own mom had actually — about 25 years earlier — had done similar work.

[Music]

Hillary: In the 1990s, Patty Abramson launched the Women's Growth Capital Fund in Washington, D.C. It was the first women-owned, women-focused fund licensed as a Small Business Investment Company. By 2000, it had about \$30 million under management.

Jenny: And the percentage of dollars going to women at the time was higher. And I thought, "How is this possible that 25 years later, with actually a lot more data about the opportunity to invest in women, how has the percentage gone down?"

And that's really the moment that I knew I wanted to shift to the venture space to try to solve this capital gap.

Hillary: Today, Jenny is the founder and managing partner of Rethink Impact — a U.S.-based venture firm investing in female founders using technology to solve the world's biggest problems.

Jenny and her team go after the gap at the top: who gets funded, who gets to build, who gets to scale. But this story doesn't start in the boardrooms — getting a chance at this economic mobility begins closer to home.

Briston Ashe: Far too often women find themselves stuck in a cycle. Too busy to focus on anything but surviving: bills, chores...

Hillary: This is Briston Ashe.

Briston: ...kids...

Hillary: She is an alumna at Rung for Women.

Briston: For some women, it can feel impossible to find the time to focus on themselves.

[Music]

Ali Hogan: There's this sort of transitional period between crisis and sustainable independence where there's not a whole lot of help.

Hillary: Ali Hogan is the Founder & Board Chair at Rung for Women. It's a nonprofit career accelerator in St. Louis, Missouri. They help working women climb into better-paying careers through coaching, training, and community. And she also happens to be a client of Cambridge Associates.

Ali: If you are going to get women in these high-powered jobs and careers and get them on these tracks, you also need to consider that they are a whole person.

They struggle with health issues. They struggle with mental difficulties. They struggle with feeling alone. And so, we provide all of that.

[Music]

Hillary: Gender equity can sound abstract, until you look at things like paychecks. The U.S. Bureau of Labor Statistics reports that in 2025, women working full time earned about 18% less than men in a typical week.

So, in this International Women's Day special, we're following the mission-driven investments — both non-profit and for-profit — that are moving women forward.

Jenny: Breaking up the glass ceiling — or at least, you know, knocking some cracks in it — feels very much like what we're actually making happen.

Hillary: This is **Unseen Upside by Cambridge Associates**, where we explore investments beyond their returns. I'm Hillary Ribaud.

[Music]

Mary Jo Palermo: Listen, I think the glass ceiling has been cracked, and it's been cracked in my lifetime.

Hillary: Mary Jo Palermo is a Partner and Chief Investment Officer in the Private Client practice at Cambridge Associates, where women make up 63% of executive leaders.

Mary Jo: I remember I did a lot of work with Latin America for very many years ... I'd be in New York, and I'd be in conference rooms — it would be me and a lot of men. I'd go to Latin America, sit in Chile, sit in Mexico... it would be mostly women.

And it was like, what's the disconnect here?

Hillary: In 2025, 55 of the Fortune 500 companies were led by women — that's about 11%.

And when you look at the biggest tech powerhouses — the "Magnificent Seven": Alphabet, Amazon, Apple, Meta, Microsoft, Nvidia, and Tesla — every CEO is male.

Jenny: The world does better when there's more economic opportunity and when the economy is strong. And so, investing in women is actually a really good financial bet.

Hillary: Jenny Abramson grew up in Washington, D.C. and later studied at Stanford and Harvard. And back then, she thought things were pretty equal — in part because women actually outnumber men in higher education.

Jenny: Gender was not something I was focused on. I was very focused on race and economic opportunity, and really, I didn't think there was a gender issue.

Hillary: After school, Jenny did Fulbright research in human genomics and later became a tech CEO. And it was getting to that top seat that made the gender gap impossible to ignore.

Jenny: Something happens on the way up. And I think that was a huge learning for me as my own origin story of realizing that you cannot experience it yourself, but it can still exist.

Hillary: In 2015 — the year Jenny founded Rethink Impact — women entrepreneurs were getting about 2.8% of venture dollars. That number didn't sit well with her, so she picked up where her mother left off.

Jenny: When I was a kid, I remember my mom was put on the cover of a magazine as sort of women in a man's world type of article, either with cigar superimposed on her hand or boxing gloves.

Hillary: Before Jenny's mother built the Women's Growth Capital Fund into a multi-million dollar fund, she first needed a loan to start the business.

Jenny: She was divorced, and the bank would only give her a loan if her ex-husband would co-sign on it. And that wasn't possible. And so, she came at this work in a very backward way. She hadn't gone to a fancy school. She created this because she saw a need.

Hillary: And for Jenny, her mom's work was also about legacy.

Jenny: She had always taught us growing up, "You have to leave the world better than where you found it."

Hillary: Jenny's work is about what happens when capital becomes leverage for women. But this idea of leaving the world better shows up in Ali's story as well.

Ali: I was born into a family that cares deeply about St. Louis. My grandfather started Enterprise Rent-A-Car back in the fifties.

Hillary: When Ali was just 13, her grandfather started a small family foundation with just \$50,000, and he put Ali, her sister, and her cousins in charge. Twice a year, they'd have to dress up, sit around a table with him, and pitch which

nonprofits they thought he should fund. And in order to prepare, they would have to go out and meet with the organizations and learn more about what they needed.

Ali: It really sort of instilled in us the importance of understanding how nonprofits work, what the struggles are, what questions to ask, what the need is, and honestly, what we're passionate about. And at the time, women's issues wasn't really in my mind because I was raised around such strong women... I didn't see the need.

Hillary: These days, Ali helps women build wealth from the ground up through her non-profit. But Rung for Women began as a much simpler idea.

Ali: When I started getting into the corporate world, I realized how expensive professional attire is, so I had this genius idea to open a resale shop where I would sell business attire at low cost. The store was called Rung.

Hillary: And pretty quickly, Rung became more than a place to buy a suit. Ali partnered with local organizations — including one called Lydia's House, which is a transitional home for women and children — and she remembers talking to one woman in particular...

Ali: She started crying when she was trying on a suit, and I said, "Why are you crying?" And she said, "I've never been shopping." And that just kind of broke my heart. And I said, "Well, why do you think you've never been shopping?" And she said, "I was never allowed." So, she was clearly in a situation at home where she was controlled, and it made me realize how deep this issue is.

Hillary: Women with similar stories had been opening up to Ali for years.

Ali: Where St. Louis falls short is there's this sort of transitional period between crisis and sustainable independence where there's not a whole lot of help.

So, while a lot of these women I was meeting were in transitional housing situations trying to get back on their feet, they weren't really sure what to do next.

Hillary: And although that the woman did have support, she also felt overwhelmed.

Ali: I said to her, "Okay, so you're coming to the end of your journey at Lydia's house, and what's the plan?" And she goes, "Honestly, while I can get the help I need, it's all

very chaotic, and it's not really streamlined, and I have to go to these different places all over the city.” And it was like a light bulb went off, and I thought, “What if you could do all of that in one place?” And it just sparked something in me where I'm like, we can do something about this.

Hillary: Ali saw an opportunity, and after years of research and planning, she figured out how to bridge that gap.

Ali: So here we are in the next iteration of Rung, which is now called Rung for Women, with the ultimate goal of getting them on a career path that will create wealth for them and for their families, and they can start building for themselves and their future generations. And the only way to do that is by making more money. And it's not just about education, and it's not just about empowerment, and it's not just about support — It's about all of it together.

[Music]

Hillary: A few years ago, my colleague Mary Jo Palermo found herself in St. Louis, Missouri on her way to meet Ali Hogan and to see Rung in action.

Mary Jo: She built this structure where Rung meets in an area of the city that could have used some support, some revitalization...

But you land in the parking lot and first of all, you see a garden — in an urban setting. You walk into the building, and you immediately feel the energy, the support. It's open. It's airy. People are happy. There's Post-it notes everywhere of encouragement.

Hillary: You'd see hundreds of little colored squares with handwritten notes like:

“You can do hard things.”

“I showed up for me.”

“It's okay to grow slow while your roots go deep.”

Mary Jo: You know, I imagine, gosh, you're ever stuck on something. You just walk here and read something that's inspirational. I love all that stuff.

Hillary: On any given day, you'll see women throughout Rung — on computers, in class, meeting with coaches, or squeezing in a workout.

Mary Jo: It was very alive. It could be a cluster of women working on something in a conference room or walking through the hallways together.

It was very open, very welcoming. It provided freedom — you know, a chance to be curious and learn.

Hillary: That energy Mary Jo felt? It's not accidental. In St. Louis' Fox Park neighborhood, women come to Rung for a shared space to grow, and for real, practical support. Wellness coordinators help assess what each person needs, coaches map goals and career paths, and therapists help tackle trauma and other barriers.

Mary Jo: Think about our health system and how complicated it is to get through it. You're going from one specialist to another. Her secret sauce is the integration of the platform, the infrastructure she's built that addresses education, mentorship, capital access, leadership that helps women holistically supporting women and empowering them to advance.

Ali: We're really working with the whole person and at the core of it is community. Because what we've also learned is that when women feel alone, it's very hard to move forward.

Hillary: Rung for Women brings members together in a cohort-based program, so they're learning alongside peers, supported by a broader community. And they get exposure to new career pathways while they lift each other up. Ali describes the model as being similar to that of a college experience. Day one starts with an orientation.

Ali: We have cohorts, so we have classes, and they all start together, and while they're here, they can figure out which pathway they wanna be on, and then they can elect into whatever these other services are. It's all free, so they can do whatever they need to do. They are allowed to get 12 sessions of free counseling.

Hillary: Trust between members and service providers is foundational — and so is mental wellbeing.

Ali: I think a lot of women in this situation struggle with shame... How did I get here? I don't wanna admit that I'm in need. I've always been told I'm supposed to be strong.

Hillary: Rung's model is built around reducing the emotional load some women carry: not just from experiencing trauma, but from having to relive it every time they tell their story.

Ali: So, for these women bouncing around to different social services and having to retell your story is exhausting, and it just reminds you that you're struggling.

Hillary: Here, women are only asked to share their stories once to a trusted provider. That provider then shares each woman's story with her financial coach and therapist, so when she's ready to move on to the next step, the team already knows where she's starting from.

Ali: They know where you work. They know what you're making. They know how many kids you have. They know what your health struggles are, if they've been identified.

Hillary: Women accepted into the program then choose a career pathway they can get excited about.

Ali: And we really tried to narrow it down into career paths that are not going anywhere, that are underrepresented by women and women of color, and that have a lot of growth potential.

Hillary: Things like technology, data analytics, project management, or advanced manufacturing.

Ali: These are all careers and companies that provide fair salaries, benefits — also something a lot of these women have never had. They can have one job as opposed to four jobs that are paying the minimum wage, and they never get to sleep.

So, the idea behind it is that we're trying to get them into these careers that will take them further.

Hillary: Members go through a rigorous process designed to signal commitment. Early on, the women choose a career track while they're simultaneously supported by coaching and a wellness coordinator. They also develop something they call "Professional Power Skills," which you might think of as soft skills but are incorporated throughout the program.

Ali: We bring in actors. We do real life situations. We help these members understand what is professional, how to show up at work, how to call in if you need to not show up

to work for whatever reason. We help them understand what benefits look like. We help them understand how to negotiate a salary. So, we're really trying to set them up completely for when they get a job — they walk in day one and they know they belong there.

Mary Jo: That evening we stayed, they were hosting a speed dating focused on interviewing, you know, practice for interviewing.

Hillary: CA's Mary Jo Palermo.

Mary Jo: I stood at one of the tables. They had set up about a dozen tables. They had women from the community there, and we had maybe two or three minutes to do a mock interview with these participants in the Rung program.

I was blown away. I was like... it made the outcome, it made the investment and the support so evident to me. These were women with confidence. They looked healthy. They clearly had families, so they had to think about childcare. They had to think about their community, and they were seeking stability, and they were seeking mobility, and they were so ready for that trajectory.

That was the most memorable thing for me. I was sold on Rung after that.

Hillary: Women who are accepted commit to a full year of the program, requiring at least 10 hours a week of participation in sessions, coaching, and the other services.

Ali: We try to use hours that are flexible because we do require that women currently have jobs when they come here. Our minimum requirement for an applicant is that they have to make less than \$50,000. I would say the average for our members is probably between \$30k and \$40k a year.

Hillary: One of the reasons Rung requires employment is because it's designed for women who are ready to move up – and make more money once they leave the program.

Ali: We have members who have gotten jobs and their starting salary is \$80,000, and it's providing benefits which they've never had or paid time off.

Hillary: In addition to career and mental health support, at Rung, members develop financial literacy skills needed for a stable future.

Ali: We also have a financial educator here that talks them through their finances and how that works: how to pay your bills on time, how to start planning for your future, and how to create a retirement plan. And even something as simple as learning how to invest money.

So, while they're getting their technical training in these career pathways, they also can be here doing these other things, working out in the gym, getting their flu shots or their well women checks or all these things.

Because what we've realized is: if one part of them is not working it tends to bleed over into other parts of them. So, if we can make them healthier, happier, calmer, more settled and give them hope for all of the possibilities, then it's like a switch goes off in their minds and they're like, "I'm gonna do this."

Hillary: Rung and Rethink Impact are both advancing the same goal: expanding women's power and earning potential. They're just coming at it from slightly different angles.

At Rethink Impact, Jenny and her team are working on the capital side — changing who gets backed and who gets to lead.

Jenny: Only 17% of decision makers in venture capital funds are women, and female venture capital partners invest in 2 times more female founded teams at early stages. And so, we're addressing that just by having female partners, just by existing. That number is up from 6% in 2014. So, the very existence of more dollars in the hands of women has a great impact on female entrepreneurs.

Hillary: Jenny says women leaders can be a competitive advantage, and the data backs her up: companies with the most gender diversity are about 18% more likely to outperform those with the least.

Jenny: They deliver higher revenue, more than twice as much for every dollar invested. They are much more capital efficient. They spend about 15% less each month. And they exit faster.

Mary Jo: I think women just naturally think in terms of systems, ecosystems.

Hillary: CA's Mary Jo Palermo.

Mary Jo: They think more holistically. They intuitively understand the parts that make the whole. I do that with my investing. I only talk about the portfolio holistically. Yeah, there are the parts, but it's the umbrella that really drives you to pull it all together and that gives you a better chance at success.

[Music]

Jenny: When women do well or problems are solved that women care about, that impacts children, that impacts families, that impacts our entire community. So, I think it's both a social benefit, as well as an economic one.

Hillary: And Jenny says there's been some progress in the last decade.

Jenny: We've gone to 40% of venture dollars just from last year going to companies with at least one female founder, which is a huge increase, 85% from even the peak a few years earlier.

Hillary: The real gap shows up at the very top. In 2025, female only founding teams received just 1.3% of US venture capital dollars. That's according to PitchBook's "US VC Female Founders" dashboard.

Jenny: So, that number's actually gotten significantly worse — the lowest levels in a decade.

And I think there's a lot of factors that have gone into that. And so when people have things happen that make them nervous — whether it's the economy, COVID, other things — there's sort of a natural inclination to turn to what makes venture capitalists successful anyway, which is pattern matching and to back people that either remind them of themselves (if they've been successful, and that's how they ended up in venture — majority male), or to back people who they've backed before.

Hillary: In their investment strategy focusing on women, Rethink Impact takes a more disruptive approach.

Jenny: We look for companies that have a large addressable market where tech can really be the difference maker because we want it to be a business with high margins that can scale, where it's a B2B business so that who can afford or can't afford the product isn't the barrier to who gets served by the product, and where there is really ideally a lived experience in the person who is leading it, to run the business and do well.

Hillary: Rethink Impact's portfolio includes women-led organizations working across health, economic empowerment, education, and environmental sustainability. These are teams that bring fresh takes on mental health tools, financial wellness apps, childcare solutions, and climate-smart agriculture. One example is Spring Health. It's an AI powered mental health benefit that helps people find the right care through their employer. Led by CEO and co-founder, April Koh, the company was valued at \$3.3 billion in 2024

Jenny: She was on the cover of *Time Magazine* recently. And so, we backed them early. When you see companies like that succeed it takes something that's really hard to imagine and feel emotionally for investors, and really shines a light on it in a way that people say, "Wow, these are people I wanna invest in."

Hillary: Jenny argues that a founder's lived experience is an asset — one that not all investors recognize.

Jenny: Because of the capital gap, I think some people assume that either one, there aren't women running these businesses that are tech, hockey stick growth businesses. And so, [they think,] "Oh, there isn't an opportunity there," which is obviously not the case.

And two, sometimes those businesses that women are tackling because of the unique lived experience they have — people assume aren't big businesses.

Hillary: Another misconception is that these are narrow markets.

Jenny: We recently backed a company called "Seven Starling", which is in the maternal mental healthcare space. And perinatal mood and anxiety disorder affect one in five women, and 75% of those women receive no treatment, even if they're diagnosed, and suicide is the number one cause of maternal death in the first year postpartum.

Hillary: Understanding this as a health care crisis, Seven Starling founders, Tina Keshani and Sophia Richter, leveraged their personal and professional experience.

Jenny: Tina had actually run payer expansions for Warby Parker for healthcare. They had gone to Harvard Business School together. And she had her own struggles when she had her first baby, and so she clearly saw a massive opportunity, but someone might assume that "Oh, this is a mom thing," when in reality, this is so much bigger. And the company now has made so much progress and had such incredible results through

its tech, through how it uses AI for insurance. They cover I think over a hundred million lives at this point.

Hillary: And “mom stuff” isn’t niche. It’s one of the biggest real-world systems that many women navigate... at home, at work, and in the economy.

Cambridge Associates’ Mary Jo felt that firsthand. Right in the heart of her career, when she was starting a family, one of her bosses gave her advice she never forgot:

Mary Jo: She looked at me and said, “I don’t care how you come back, just come back.” So, there are times when you’re gonna need a little bit of flexibility and making sure other women know that it’s okay sometimes if you need that flexibility.

Of course, it made me come back even sooner...

Hillary: I love that. I similarly had an amazing boss when I was coming back from maternity leave. It’s the difference between coming back or not coming back.

Mary Jo: Exactly! There was no pressure!

Hillary: Yep.

Mary Jo: She knew and trusted there was something I wanted to do. And I think that piece of the community component and understanding of the ecosystems that women operate in... we can’t forget that.

[Music]

Hillary: Building something that works is one thing but keeping it working – and growing! – is another.

For Rung to scale, they have to show results — especially what happens after women leave the program. Once you’re a member, you’re always a member, which why they’ve decided to build an alumni network to stay connected and bring graduates back as mentors. The tricky part is the biggest changes don’t always show up in the numbers — especially when they’re health, stability, and confidence.

Ali’s team works hard to collect data about the outcomes achieved by Rung women, and the results are starting to speak for themselves.

Ali: The amount of debt that we've lowered for these women is incredible. The amount of pounds that have been lost, being here and learning about how to take care of themselves is incredible.

Hillary: In November 2025, Rung surveyed its alumni, and the results were striking: out of 137 women who responded, 79 of them reported that they landed a new job, got a raises, or were promoted. More than 80% said they'd reduced their debt, and 90% said they better understood their core values, and they were spending more time on the things that bring them joy. And their current members can see the evidence too.

Kate from Rung for Women: Hi, I'm Kate. My accomplishment for 2025 was getting a management position and a puppy. Um, goals for 2026: pass the PMI test and a higher credit score.

Bianca from Rung for Women: I'm Bianca, and my credit score has gone up 84 points in three months.

Ali: Our ultimate goal here is to recreate the middle class. So, to get more women in jobs that are creating the opportunity for them to become middle class.

Hillary: Today, Rung is nearing their tenth cohort, and the returns go beyond the numbers. As Ali puts it, the organization isn't just about placing women in jobs — it's about accelerating their careers and opening doors to lasting economic stability.

Collaboration is a core value for Rung, and they're deep at work this year developing and piloting new programs and partnerships to serve even more members. But to support women at this capacity, increased funding is essential.

Right now, Rung is fundraising—and they work hard not to rely on government dollars. Instead, they lean on individual donors and local businesses that hire their members and graduates.

Ali: We sell the idea that we are going to improve St. Louis. It's not just about helping women get into jobs. There is a snowball effect that is happening.

Hillary: Employer partnerships are still in the early stages, but so far, the results show promise: members are getting hired by companies around St. Louis—places like Commerce, Accenture, Boeing—and those employers are coming

back asking for more. They say the women who participate in Rung's program show up professional, ready to work, and determined. The feedback is validating, and with an everchanging job landscape, Rung hopes to offer even more.

Ali: We would love to add more career pathways because new things are coming up every day, but adding a career pathway is a tedious process, and it requires finding the right people to come in and teach and train. It requires a whole new understanding of a whole new area. And that all takes money. It takes hiring more people. It takes time. It takes strategy. So, in order for us to grow, we need the help.

Hillary: What will it take to make this sustainable and scalable beyond just one donor or a small group of donors?

Ali: You know, ironically, because I grew up in a family that gave money, it's very hard for me to ask for money, but the truth is this organization has to run on its own.

And I'm trying to create a legacy here for the generations of St. Louis. So, it is hard to raise money for sure. We are just one organization with one cause, and there are so many in the world, and it's very hard to stick out. But this matters.

Harvard research shows that women reinvest up to 90% of their earnings into their families and communities compared to 30 to 40% by men.

Hillary: I asked Mary Jo what excites her about supporting clients like Ali and her work with Rung.

Mary Jo: It's 'cause it's deeply human. It's a focus on not capital for capital's sake. It's using capital as a tool to make durable impact in their communities. It's energy through others.

Hillary: For Mary Jo, this work reframes what capital can do.

Mary Jo: When you start with a goal that impacts community first, and you're not starting with "what is my return," it gives you a certain freedom to pursue that vision.

Hillary: Mary Jo says she cultivates partnerships with clients like Ali by supporting them in every possible way to bring their vision to life.

Mary Jo: Do you need board members? Is there some technology? Can we connect you with other foundations?

She's got a blueprint of something so special and a vision of that blueprint being repeatable in other cities like hers. That's how you make change.

Ali: What I would love to do is start opening Rungs in other cities. Moving into another city would require buy-in from that place. We've sort of been working on this for years, on the side of "What does this look like?"

Do we sell the business plan? Do we franchise? Do I hire a team that goes in and builds it in another city? We're not really sure yet what that's gonna look like, but as we're going through that process, we are building data here to prove that it's working.

Hillary: And from a venture perspective, Jenny's optimistic, too — she says we're at the precipice of change.

Jenny: The fact that teams with a female founder have gone up as dramatically as they have, and the fact that we have massively successful companies makes me think that my own girls won't be sitting here with the numbers, where they are in 10, 20 years. But instead, the world will have realized that the returns are high, that the exits are fast, that the revenue is high, that they're capital efficient.

Hillary: Jenny says the "glass ceiling" question comes up constantly — inside and outside of the investment world.

Jenny: We obviously haven't broken it on the presidential side, but in some ways that same ceiling has existed for funding.

Hillary: But the signs of progress are there.

Jenny: It feels like the cracks are finally coming, which is to have now this many venture capitalists, to have a fund of our size and scale to be doing this work, backing female entrepreneurs in a way that my own mom could not have imagined years ago. Every time we've closed a fund and every time we've done this work and every time we back a woman, that is a crack in the ceiling.

And when we've done this work well, and we're sitting 20 years from now with half of venture dollars going to women and all the founding teams having women and men on them, and we have venture capitalists and 50% of the decision making roles, we will know that that ceiling, that glass ceiling, will be broken.

Hillary: And for Ali it's also about the next generations.

Ali: The kids who come in with their moms and see what they're doing are learning a completely different life than what they knew before. We want these kids to see their moms working towards something, but also growing their own communities and their own villages.

Success for me feels like more kids getting better education because their moms are able to pay for it. More women owning their own houses and their own names. Women in general being happier and spreading that joy.

Hillary: A joy that has become tangible around Rung's headquarters.

Ali: Walking around this neighborhood has been such a shift. You're seeing kids running around the streets. You're seeing people walking their dogs. You're seeing kids playing sports, which was not the case six years ago. So, if we can do it here on this street, we can do it everywhere.

[Music]

Hillary: If you want to learn more, please visit us at cambridgeassociates.com/unseenupside or check out the show notes. If you like what you're hearing, leave us a review and tell your friends and colleagues.

At Cambridge Associates, our podcast team includes Michelle Phan, Stacy Stoddard and me, Hillary Ribaud. And a special thank you to Laura Hault and Krista Matthews.

At PRX, this episode was produced by Sandra Lopez-Monsalve and Isabel Hibbard with support from Emmanuel Desarme. Genevieve Sponsler is our editor, Samantha Gattsek is our mix engineer, and Jocelyn Gonzales is the executive producer of PRX Productions.

Before you go, one of our colleagues has an important message about the contents of this podcast.

DISCLOSURE: All opinions expressed by host and podcast guests are solely their own opinions. The host, podcast guests, and/or Cambridge Associates clients and employees may maintain positions in the securities discussed in this podcast. This podcast is for informational purposes only and should not be relied upon as a basis for investment decisions. Please listen to the full disclosure at the end of the podcast for additional information.