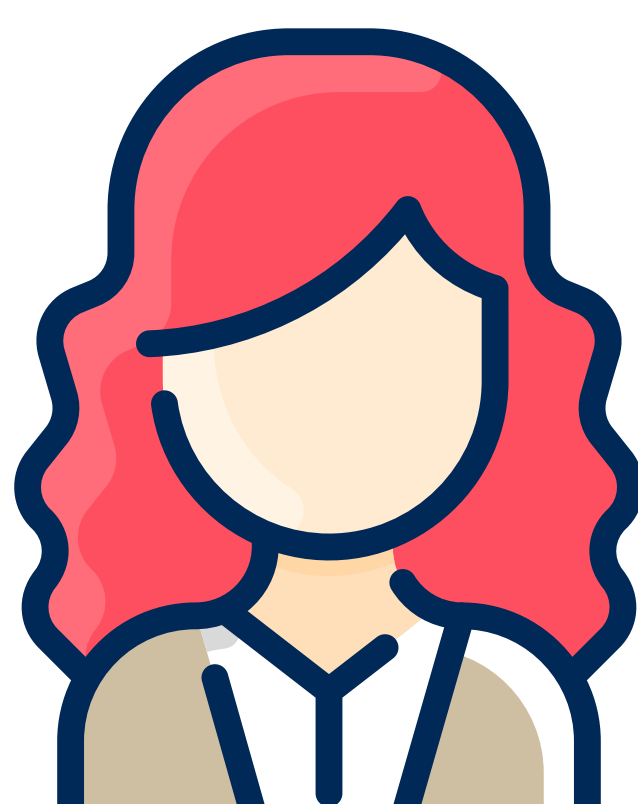


MODERN WOMEN IN THE THIRDACT OF THEIR LIVES

Giving Back Becomes First Priority

On the Athena Alliance podcast, Third Act, host Liz Tinkham explores what both men and women do when presented with Vocational Freedom, when they have the time, treasure, and talent to pursue new passions and redefine themselves after their main career has ended. Athena recently surveyed its 1,000+ members to take a closer look at how female executives experience, perceive, and plan for the third act of their lives. The majority of survey respondents were Athena members who were close to, or had already achieved, Vocational Freedom. Both the podcast discussions and survey results show that overwhelmingly, giving back to other women is their number one priority in their third act.

Women achieve Vocational Freedom with plenty of time left to do big things



- 81%** Most respondents were between the ages of 45 and 65
- 70%** 70% have reached Vocational Freedom or are within 5 years of achieving it.
- 51%** More than half of respondents still work full time.

Giving back is core to a woman's identity in her third act

Quotes from Third Act podcast guests



Kate Isler
Founder, The W Marketplace

"Every single day I spend my days talking to people and doing things to bring women together. Because we are 50% of the population, and we could be amazing if we got together and concentrated our efforts in terms of creating more gender balance."



Angela Jones
CEO, Washington STEM

"I want to be a good ancestor in the sense that I am doing everything I can to transform the lives of girls and kids of color who will come after me."



Heather Redman
Founder and General Partner, Flying Fish Venture Fund

"One of my drivers is to help the status of women in tech, and I believe that there is no better way to do that than to fund and nurture women founders."



Carol Schrader
Technology Executive and Advisor, Astia Angels

"Through Astia Angels, I'm helping to elevate women to the next level in their own careers; I really feel like that's my mission."



Anne Devereux-Mills
Founder and Chief Instigator of Parley House

"My focus continues to be putting women in places where not only do they get the emotional connection and support and empowerment that helps equal the playing field, but any place that I can lift other women, especially women of color, but women to give us a more equal seat at the table."

Supporting networks are critical to a successful transition

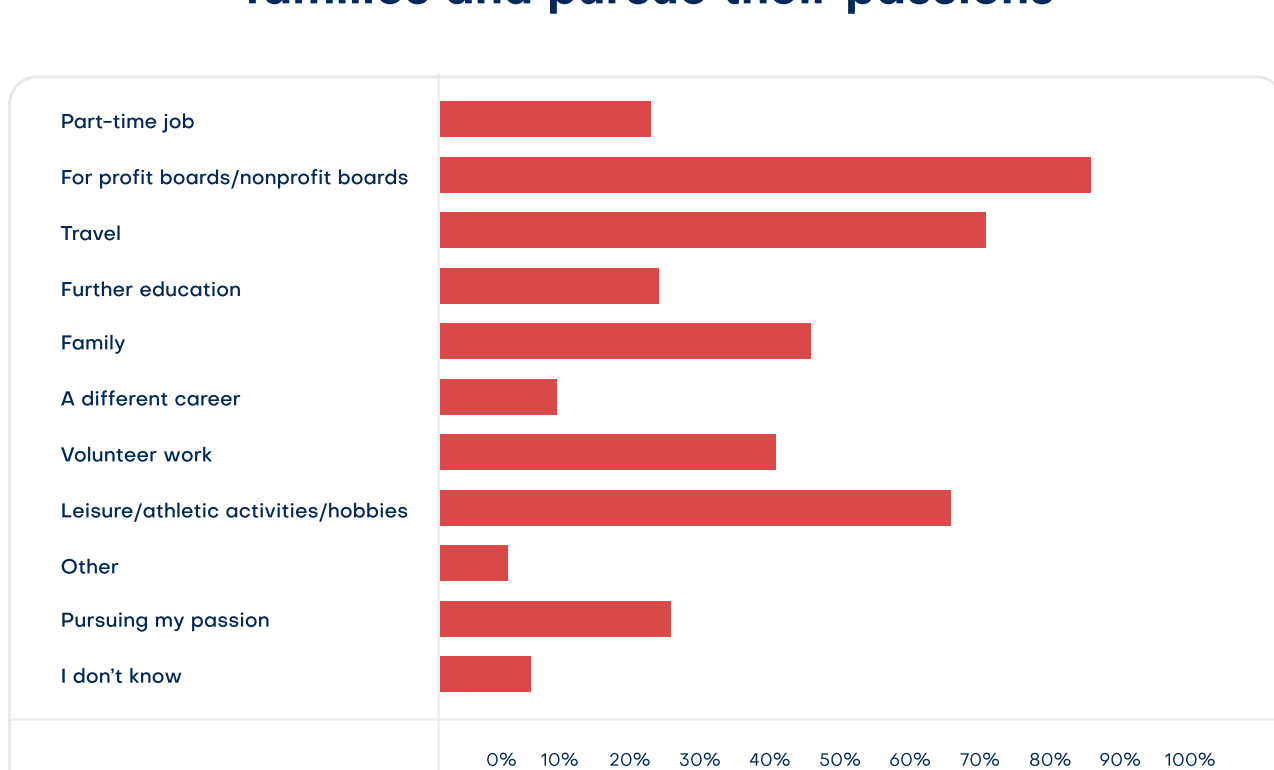


As women transition to Vocational Freedom, nearly 60% reported that they lean on organizations like Athena Alliance to make the transition a success. Many women report wanting to better understand their options in Vocational Freedom (34%) or desire a new way to define themselves (37%).



Board service and travel take also take center stage, and 90% of women are interested in non-profit and for-profit board service.

With time and money, women will also travel, enjoy their families and pursue their passions



"I want to keep current on my network and timely topics."

"I've always wanted to own my own business like a bakery or café."



"I want to use the skills I have applied in the private sector to scale training, education and opportunity for all who need jobs."

To learn more about the Third Act podcast, visit www.ThirdActPodcast.com