MIKE MILKEN

Conscious Capitalism CEO Conclave

Economic Mobility

October 23, 2025

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Economic Mobility

Economic Mobility Alliance (EMA)

EMA integrates key partners and Milken Institute programs, each contributing distinct elements toward comprehensive economic opportunity and lasting financial security:

- Pathways to Capital
  - Initiative for Inclusive Entrepreneurship
  - Inclusive Capitalism
    - HBCU Strategic Initiative and Fellowship Program
  - 10,000 Communities
- Invest America Accounts
- Financial Innovation Labs
- FinTech, Entrepreneurship and Innovation
- HBCU Fellowship Program
- Veterans Community Initiative
- Lifetime Financial Security
- IFC-Milken Institute Capital Markets Program
- World Bank-Milken Institute Public Financial Asset Management Program
- Geo-Economics, Climate Resilience and AI
- Community Ownership Society (COS)
- Career Pathways
- Ownership Works
- Operation Hope
- NextLadder Ventures

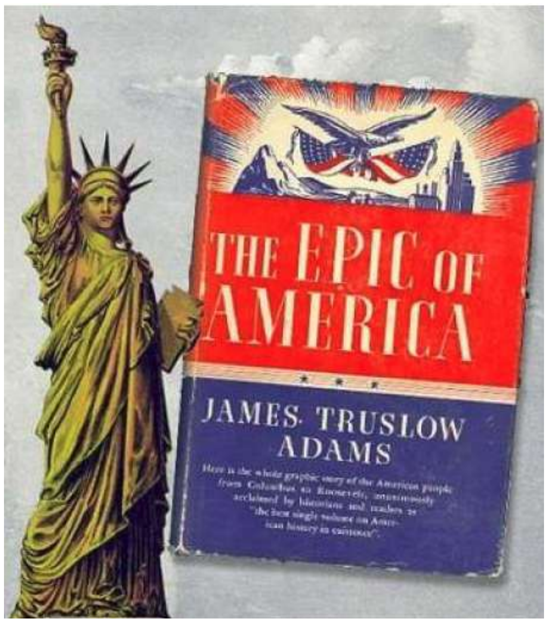
What is the American Dream?

Equal opportunity not based on:

- Where you were born
- Where you went to school
- Who your parents are
- What your race or religion is
- What your gender is

Access to capital based on ability

What is the American Dream?



"… that dream of a land in which life should be better and richer and fuller for everyone, with opportunity for each according to ability or achievement."

- James Truslow Adams
The Epic of America (1931)

The American Dream: What Matters Most

69%
of Americans believe they have achieved or are on their way to achieving the American Dream.

77%
of Americans believe they have the same or more opportunities as their parents.

55%
of Americans think their children will have the same or more opportunities than they did.

83%
of Americans believe freedom of choice in how to live is essential for the American Dream.

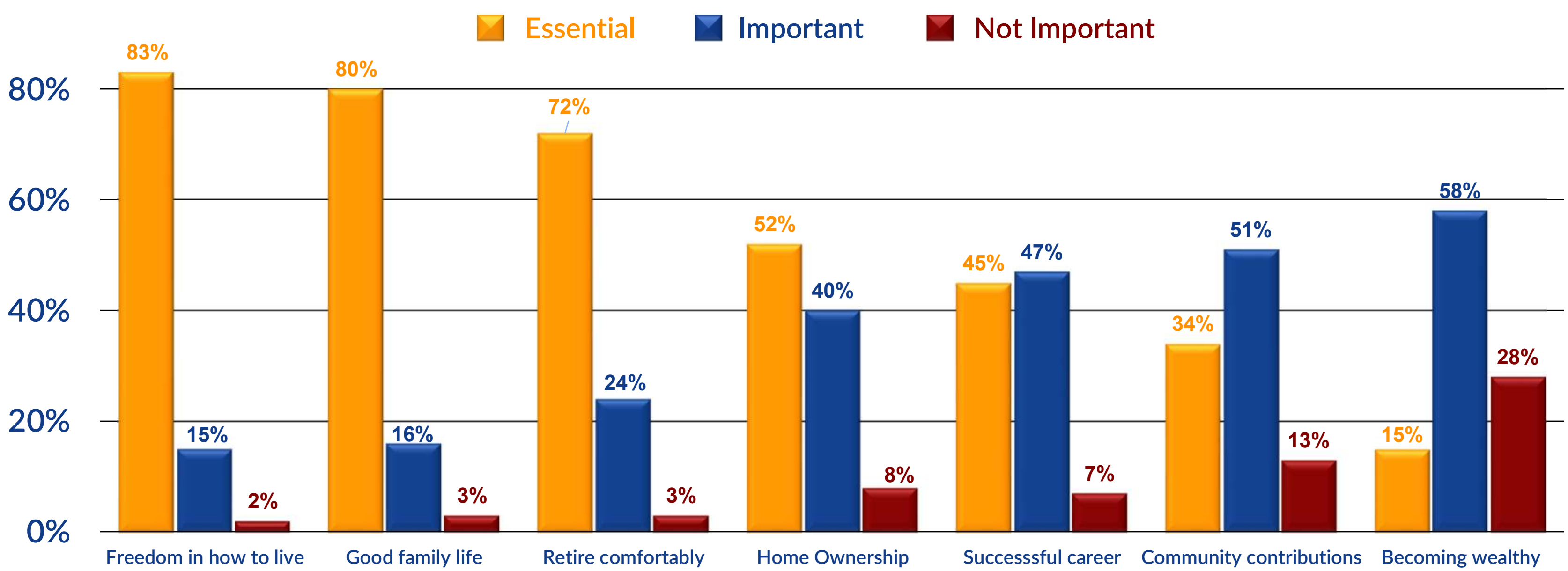
8 in 10
Americans believe having a good family life is essential for the American Dream.

15%
of Americans believe becoming wealthy is essential for the American Dream.

Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024)

The American Dream – What Matters Most

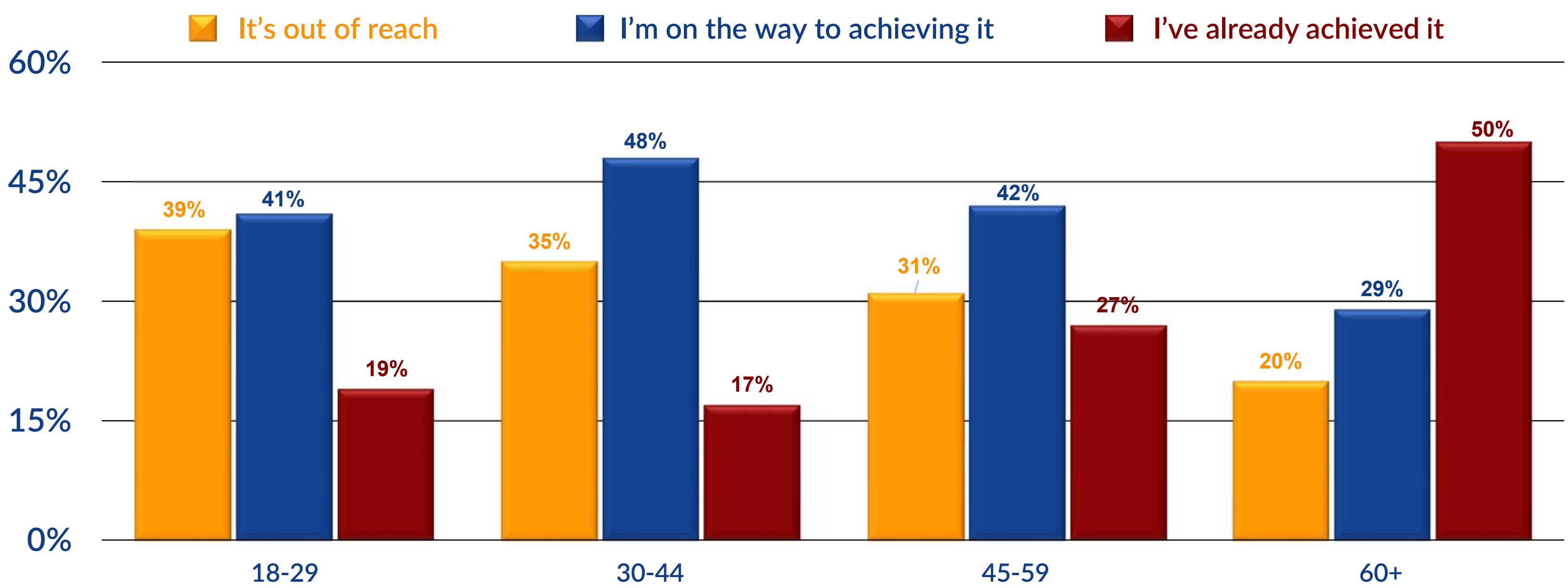
Q: How essential do you think each statement is to the American Dream?



Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024)
Note: Results for "Did not respond" or skipped questions are not included.

The American Dream – Achievement by Age

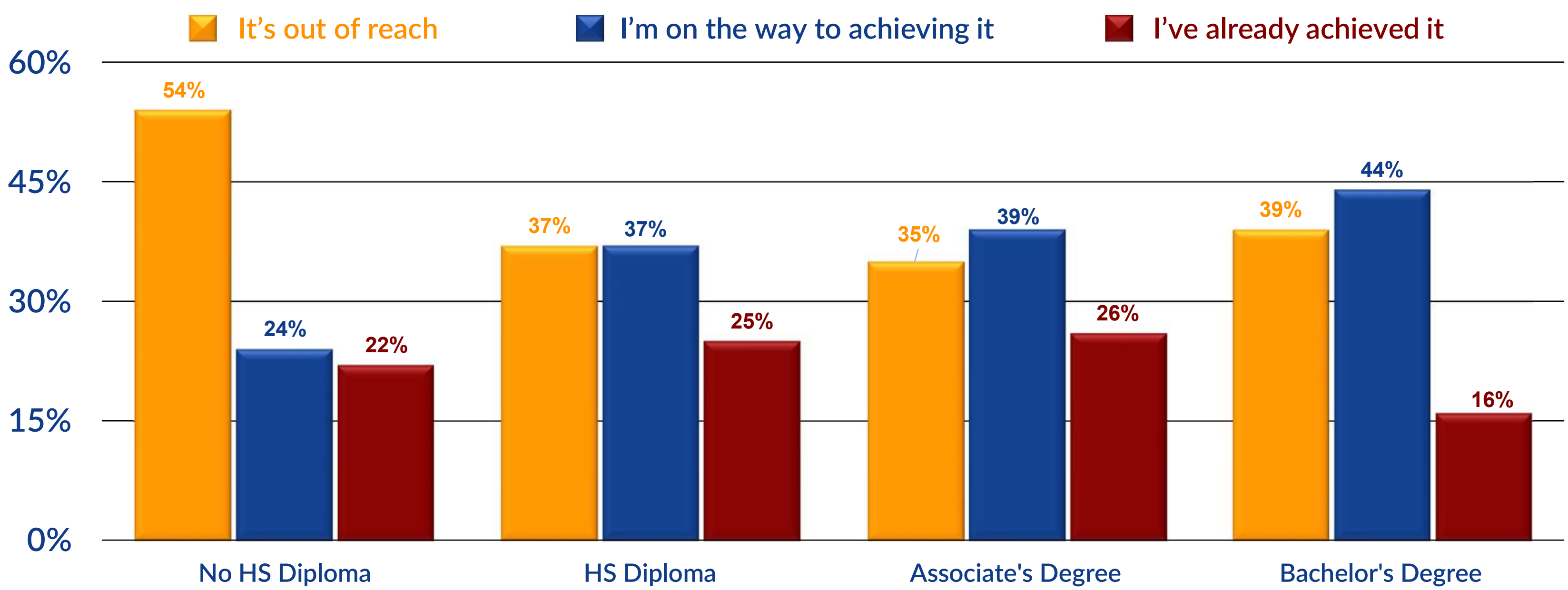
Q: How do you feel about the American Dream?



Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024)
Note: Results for "Did not respond" or skipped questions are not included.

The American Dream – Achievement by Education

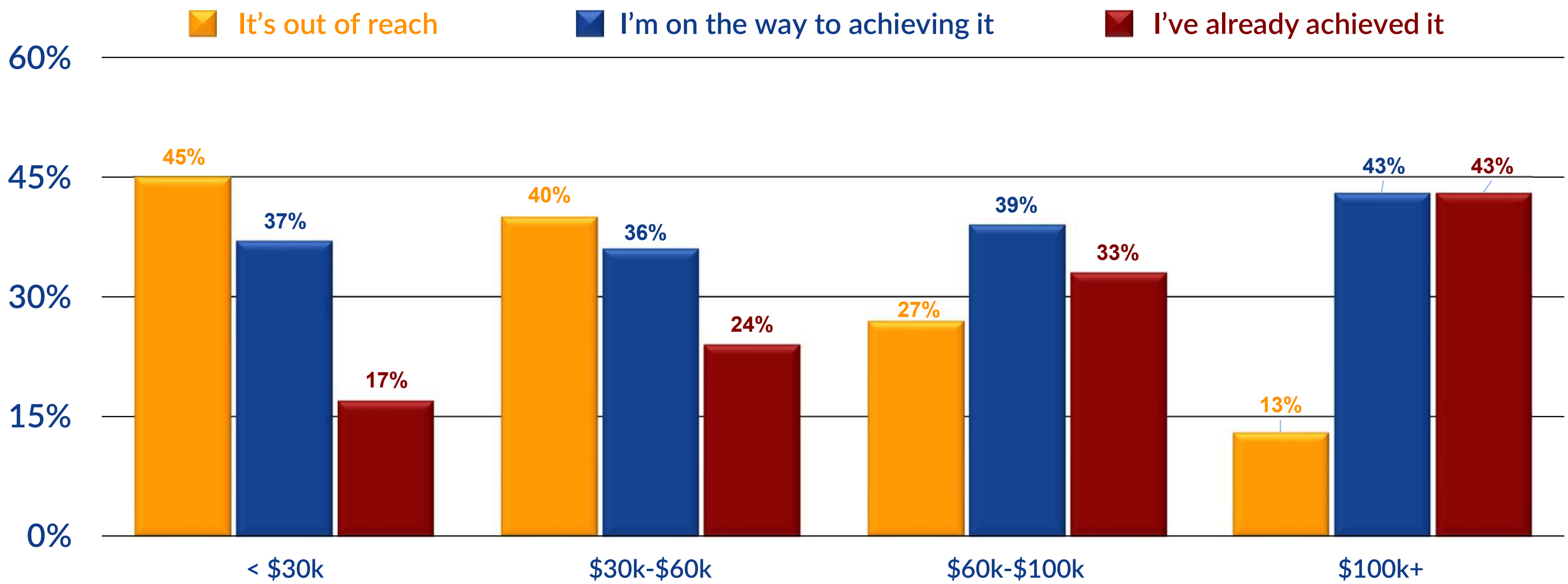
Q: How do you feel about the American Dream?



Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024)
Note: Results for "Did not respond" or skipped questions are not included.

The American Dream – Achievement by Income

Q: How do you feel about the American Dream?

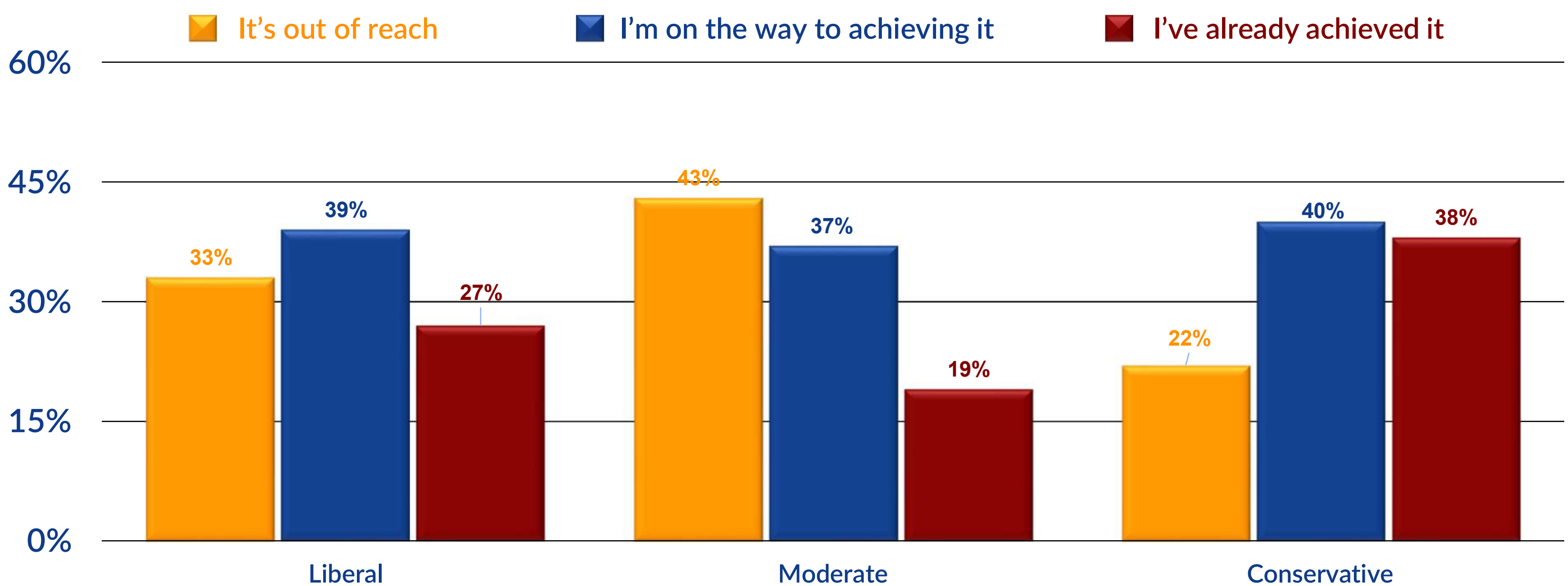


Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024

Note: Results for "Did not respond" or skipped questions are not included.

The American Dream – Achievement by Political

Q: How do you feel about the American Dream?



Source: "American Dream 2025 Snapshot" – The Archbridge Institute, NORC Survey, University of Chicago (6/28/2024)
Note: Results for "Did not respond" or skipped questions are not included.

“What is dreamed in America is really no different than what is dreamed in Shanghai. It’s the same dream that is dreamed in Cairo and Johannesburg.”

- Maya Angelou

"The Dream" is Alive ... in Vietnam

- 95% believe that people are better off in a market-based economy.
- 78% think international trade has a positive effect on job creation.
- 72% say trade helps raise worker wages.
- 76% of Vietnamese have a favorable opinion of the U.S.

Source: Pew Research Center, Spring 2014 Global Attitudes survey

Will we will be better off than our parents?

Survey Respondents Under Age 30

Germany	30%
United States	26%
Canada	24%
United Kingdom	22%
Italy	21%
Spain	16%
France	16%

Source: Ipsos Mori survey; *The Guardian*

Will we will be better off than our parents?

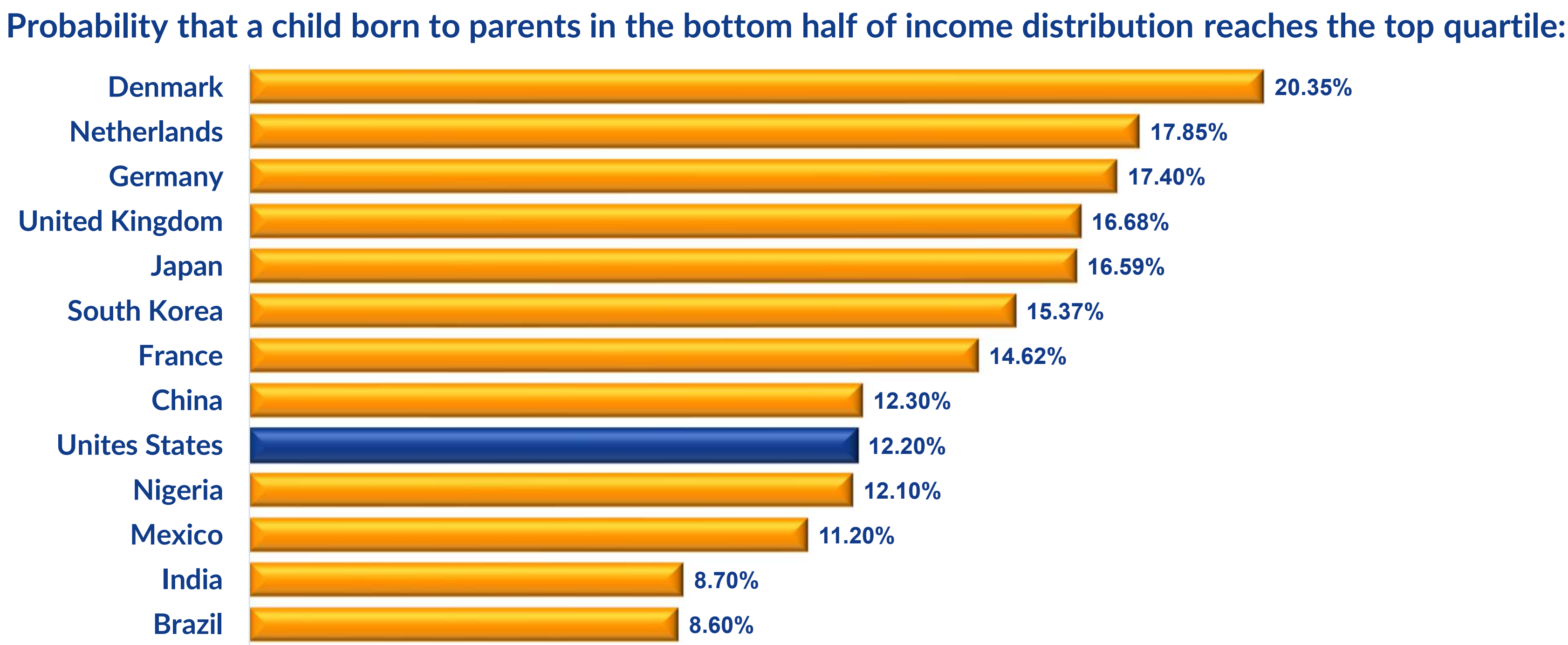
Survey Respondents Under Age 30

China	78%
Brazil	48%
Turkey	47%
India	46%
Japan	41%
Russia	41%

Source: Ipsos Mori survey; *The Guardian*

Economic Mobility

Economic Mobility



Source: World Bank Global Database on Intergenerational Mobility (3/16/2023)

Economic Mobility

Access to Opportunity based on ZIP Code

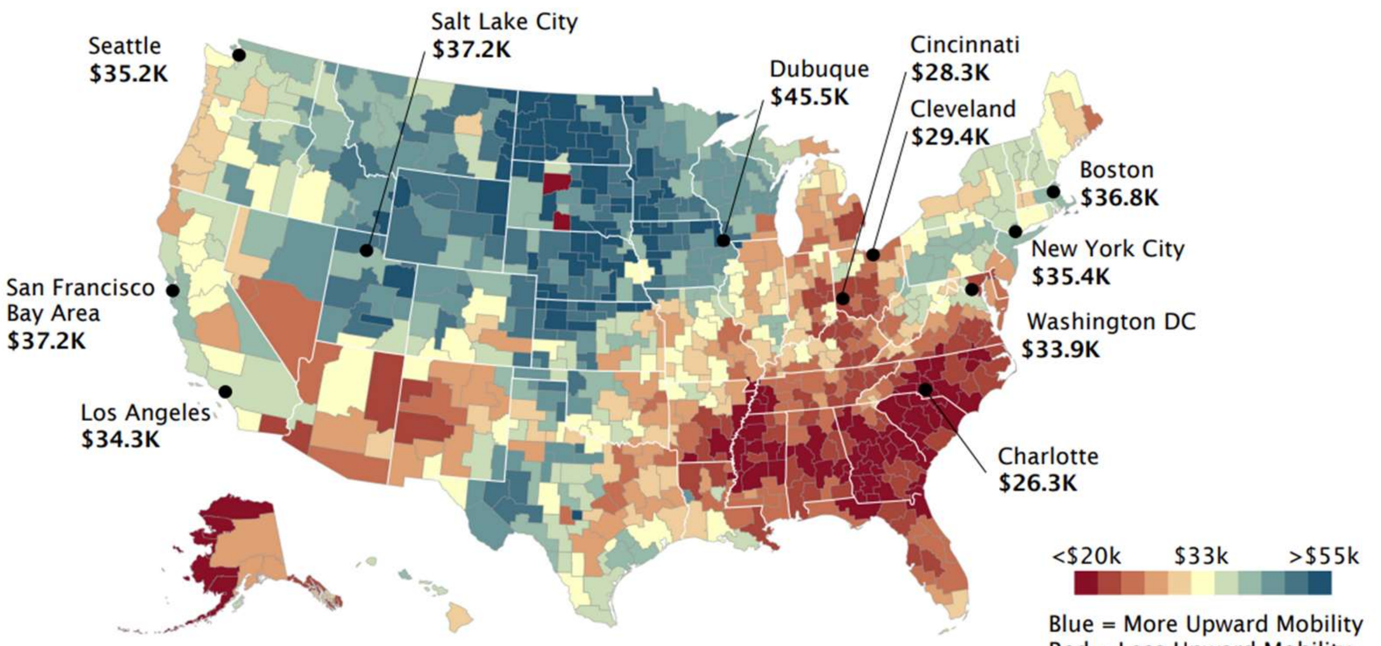
OPPORTUNITY INSIGHTS

- In Charlotte, North Carolina, 4.4 percent of Charlotte's kids from the bottom quintile of household income moved to the top.
- In Salt Lake City, a person born to a family in the bottom fifth of household income had a 10.8 percent chance of reaching the top fifth.

Source: Opportunity Insights – Director Raj Chetty

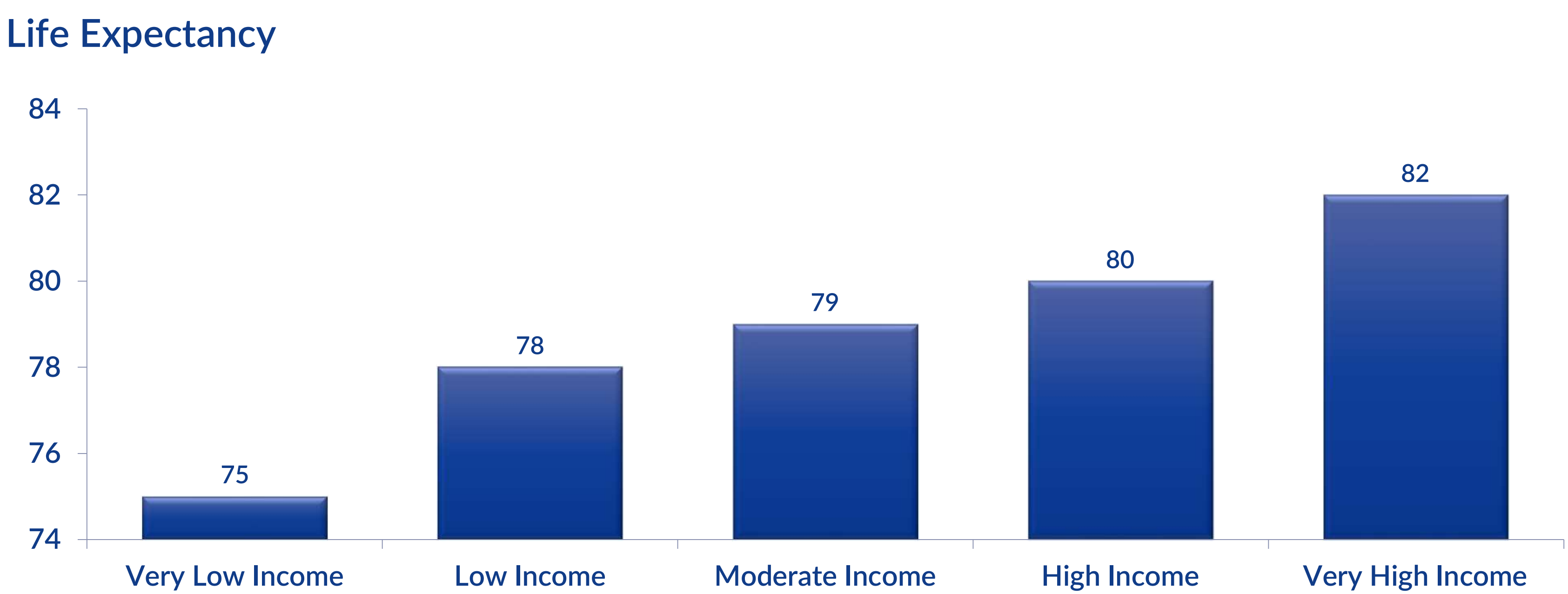
Opportunity Atlas

Average Household Income at Age 35 for Children born in 1980 whose Parents Earned $27K



Source: Opportunity Insights (July 2024)

Life Expectancy at Birth by ZIP Code



Source: “The Geography of Child Opportunity: Why Neighborhoods Matter for Equity” – Brandeis University Heller School for Social Policy and Management (8/9/2023)

Life Expectancy: It's All in Your Neighborhood

- As you travel north from midtown Manhattan to the South Bronx, life expectancy declines by 10 years. That's six months for every minute on the train.
- In Baltimore's inner city, a man's life expectancy is 63; not far away, in the Greater Roland Park/Poplar neighborhood, it's 83.
- Between the Chicago Loop and the west side of the city, the difference in life expectancy is 16 years.

Sources: Donald Berwick, MD, MPP, "The Moral Determinants of Health," AMA Journal, June 12, 2020; Michael Marmot, The Health Gap, Bloomsbury Press, 2015

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Three Ways to Build Human Capital

- Education
- Immigration
- Health

Do Human Capital Strategies Work?

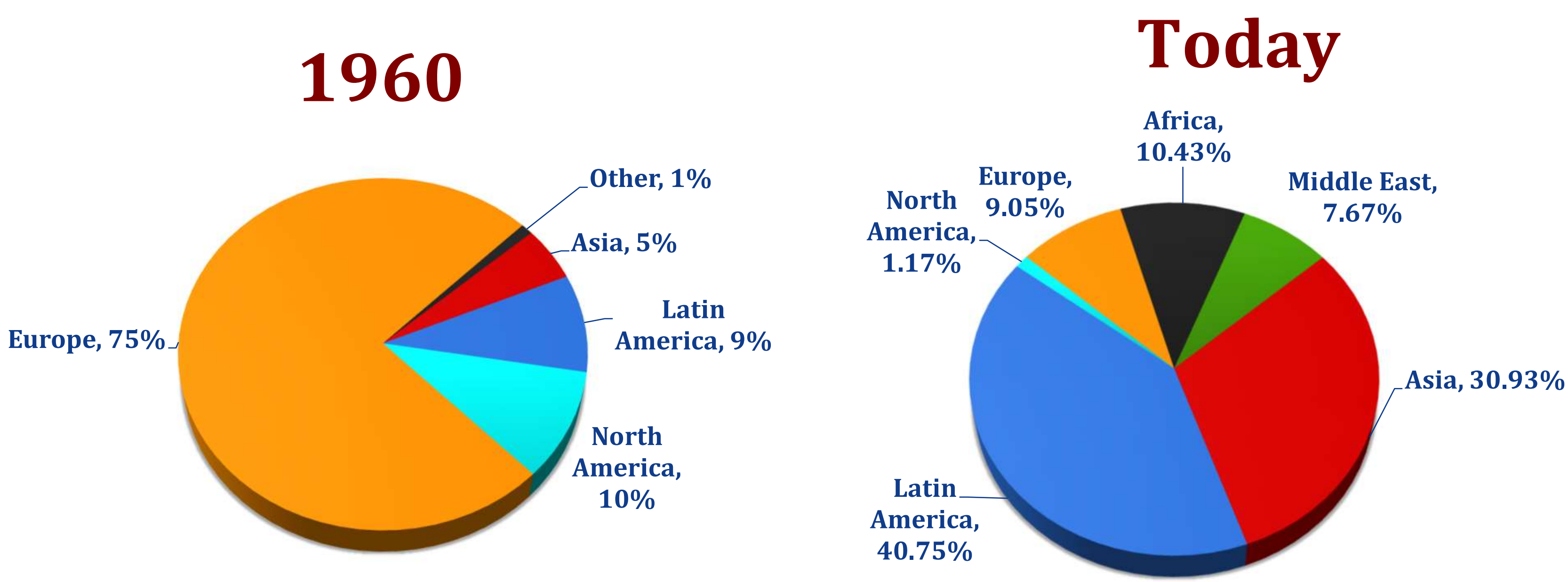
Per Capita GDP

	1960	2023
Singapore	$4,416	$84,734
Jamaica	$4,365	$6,840

Note: Constant in 2023 US dollars
Source: IMF, Statista, World Bank (3/7/2025)

Economic Mobility

Where U.S. Immigrants Were Born



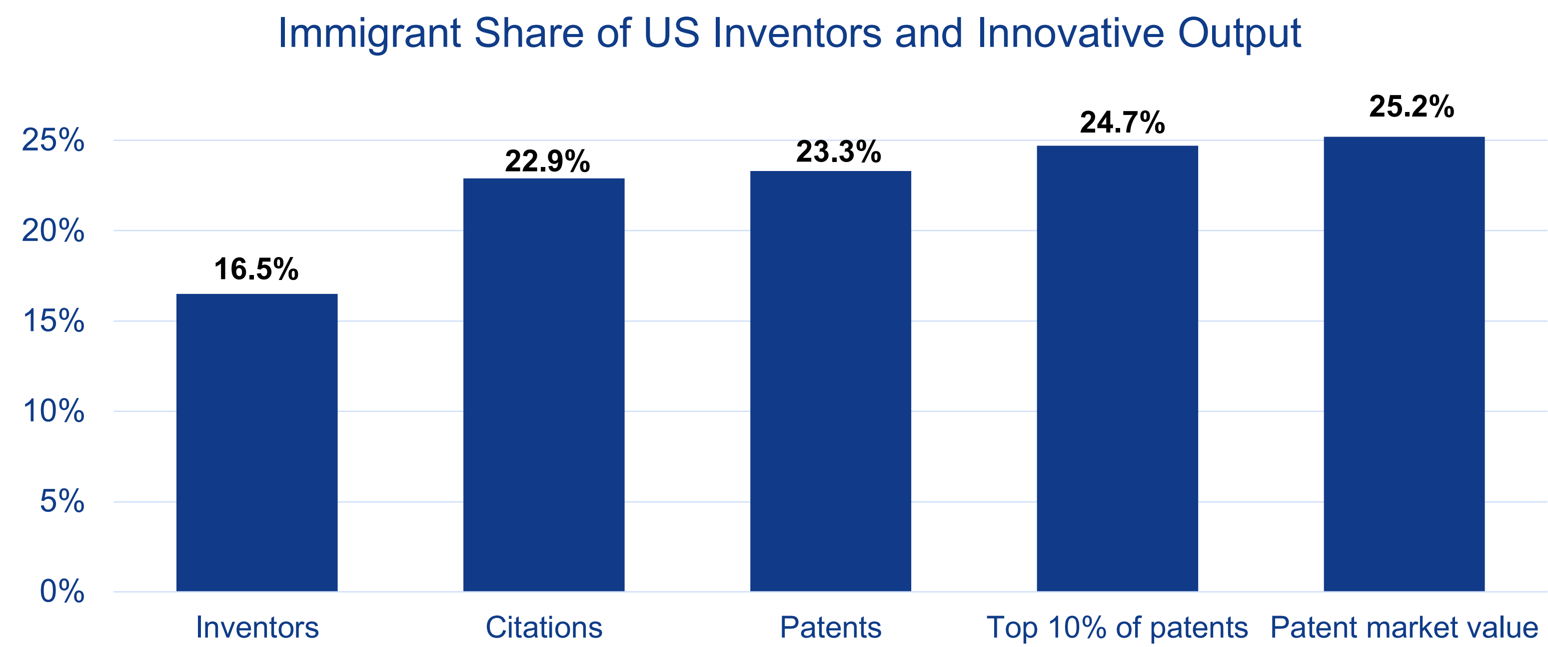
Note: 'Today' data is a 10-year summary from 2011 - 2020
Source: U.S. Census Bureau, U.N. Population Division, Migration Policy Institute, Pew Research Center (7/25/2022)

Median Household Income in the U.S. by Ethnic Group

➢ India	$147,730
➢ Taiwan	$117,650
➢ Philippines	$100,600
➢ Sri Lanka	$94,000
➢ Japan	$97,690
➢ White Americans	$84,280
➢ US Median Household	$70,785
➢ Hispanics	$65,300
➢ Blacks	$54,960

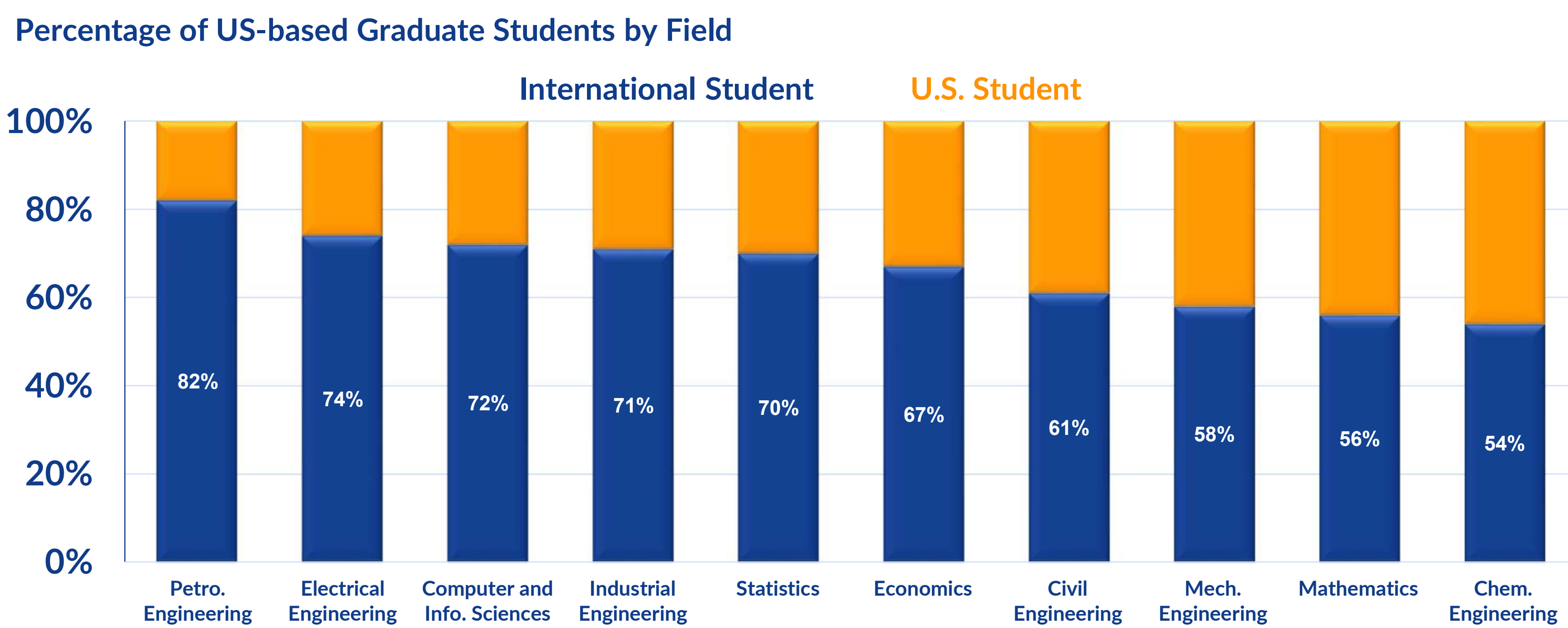
Source: U.S. Census Bureau (2022), Pew Research Center (2022)

Outsize Role of Immigrants in US Innovation



Source: NBER (Researchers' calculations using data from Infutor, the USPTO, and other sources)

U.S. Graduate Students



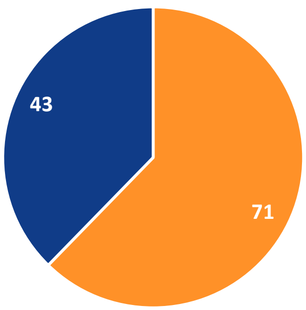
Source: National Science Foundation Survey of Graduate Students and Post-doctorates in Science and Engineering, National Foundation for American Policy – Aug 2021

Economic Mobility

Immigrants and Science

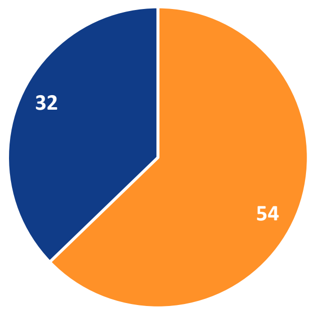
There have been 319 Science-Based Nobel Prizes awarded to Americans from 1901-2023. 115, or 36% of those winners were immigrants.

Physics



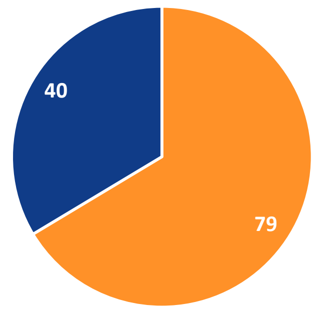
38%

Chemistry



37%

Medicine



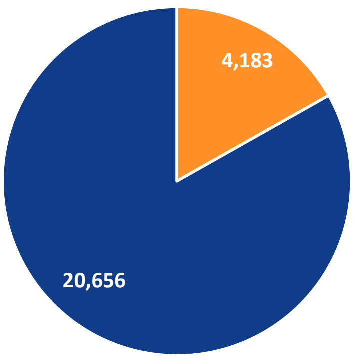
34%

Note: These numbers do not include Nobel Prize Winners who immigrated to America after receiving a Nobel Prize, like Einstein, Fermi, or Bohr.
Source: National Foundation for American Policy – Immigrants and Nobel Prizes (10/4/2023)

Foreign-Born Ph.D.'s in the U.S.

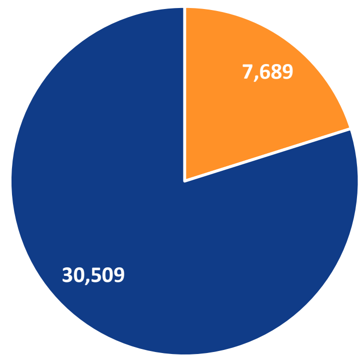
Doctorate Holders in the U.S. Performing R&D as a Major Work Activity

Computer and Information Sciences



83% of all Ph.D. researchers in Computer and Information Sciences in the US are foreign born

Electrical and Computer Engineering

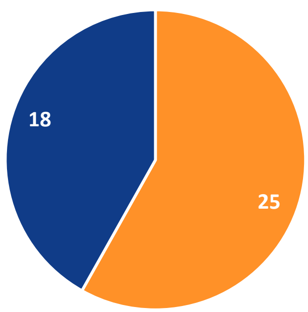


80% of all Ph.D. researchers in Electrical and Computer Engineering in the US are foreign born

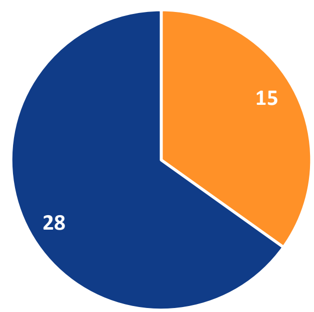
Source: National Foundation for American Policy – US Immigration Policy and the Competition with China (12/5/2023)

US-based Immigrant Entrepreneurs in AI

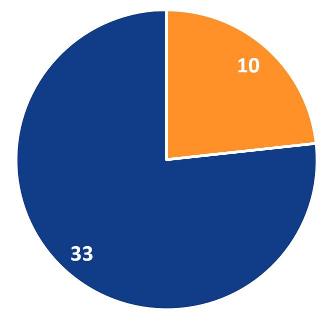
There are currently 43 US-based AI companies valued over $1 Billion (Unicorns). Of those 43…



42% were founded by an international student who studied in the US first



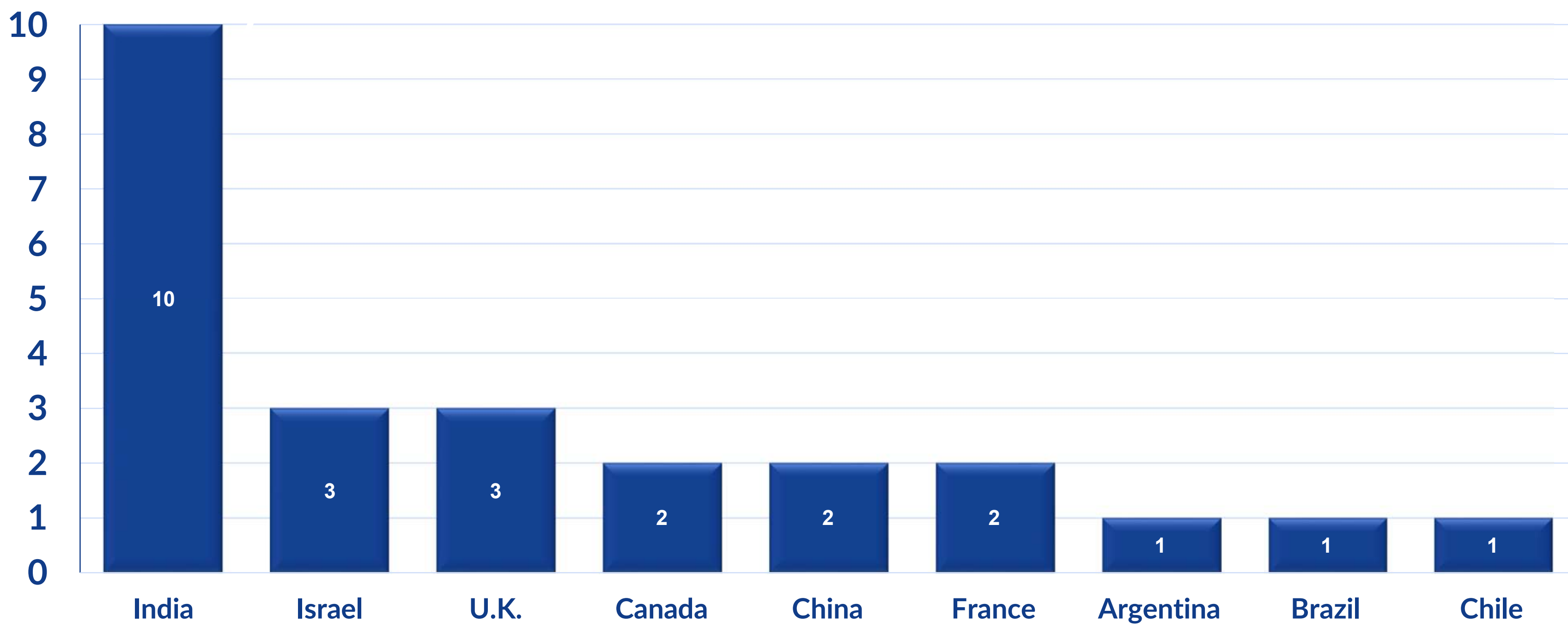
65% were founded or co-founded by an immigrant



77% were founded by an immigrant, or by the child of an immigrant

Source: National Foundation for American Policy – AI and Immigrants (6/1/2023)

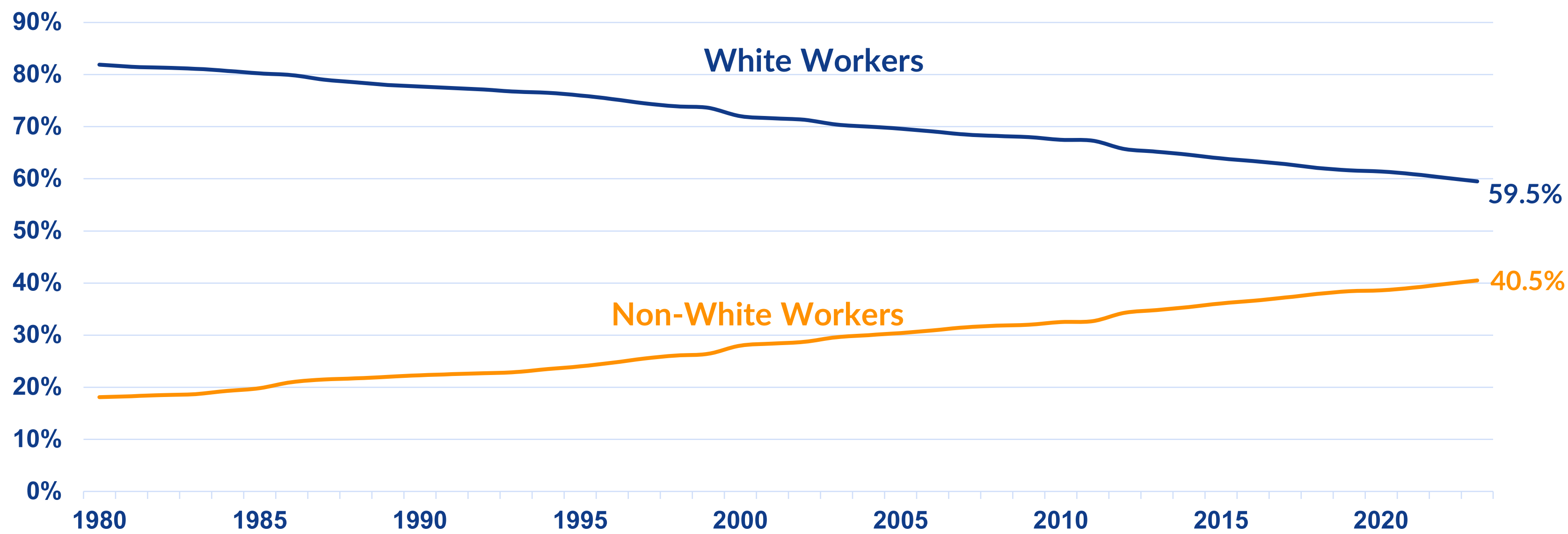
U.S. AI Unicorns by Immigrant Founder Origin



Source: National Foundation for American Policy – Immigrant Entrepreneurs and US Billion Dollar Companies (8/21/2022)

Increasing Diversity in the Workforce

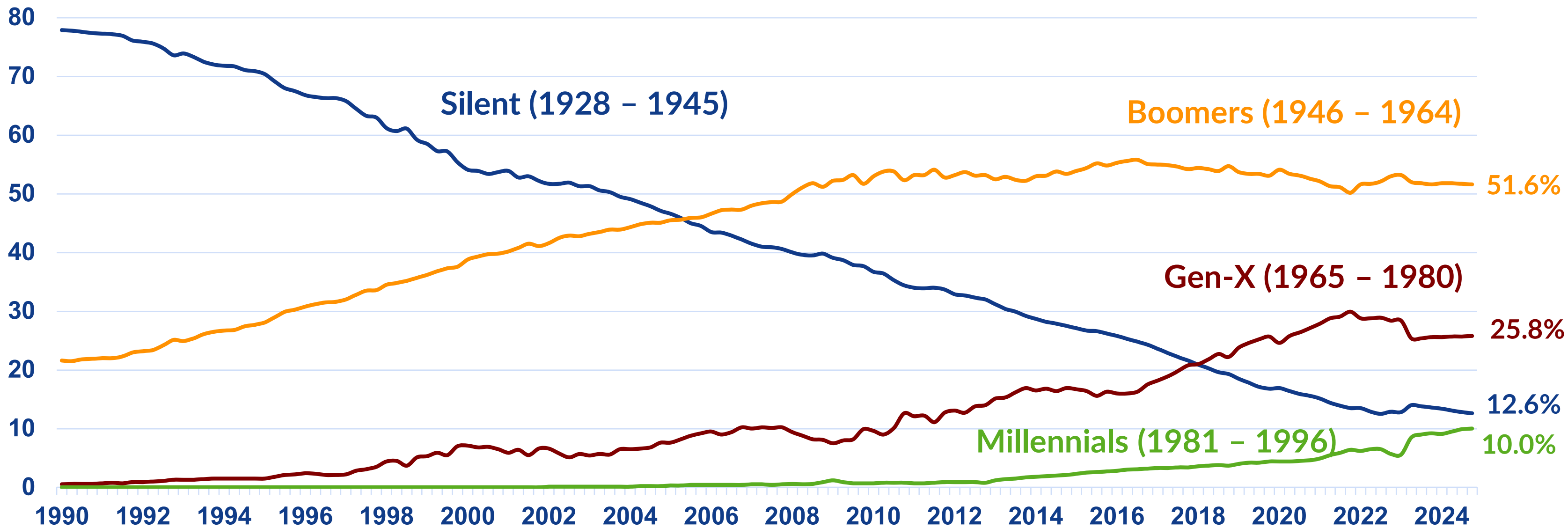
Percentage Representation in the U.S. Workforce



Source: Bureau of Labor Statistics, The Washington Post

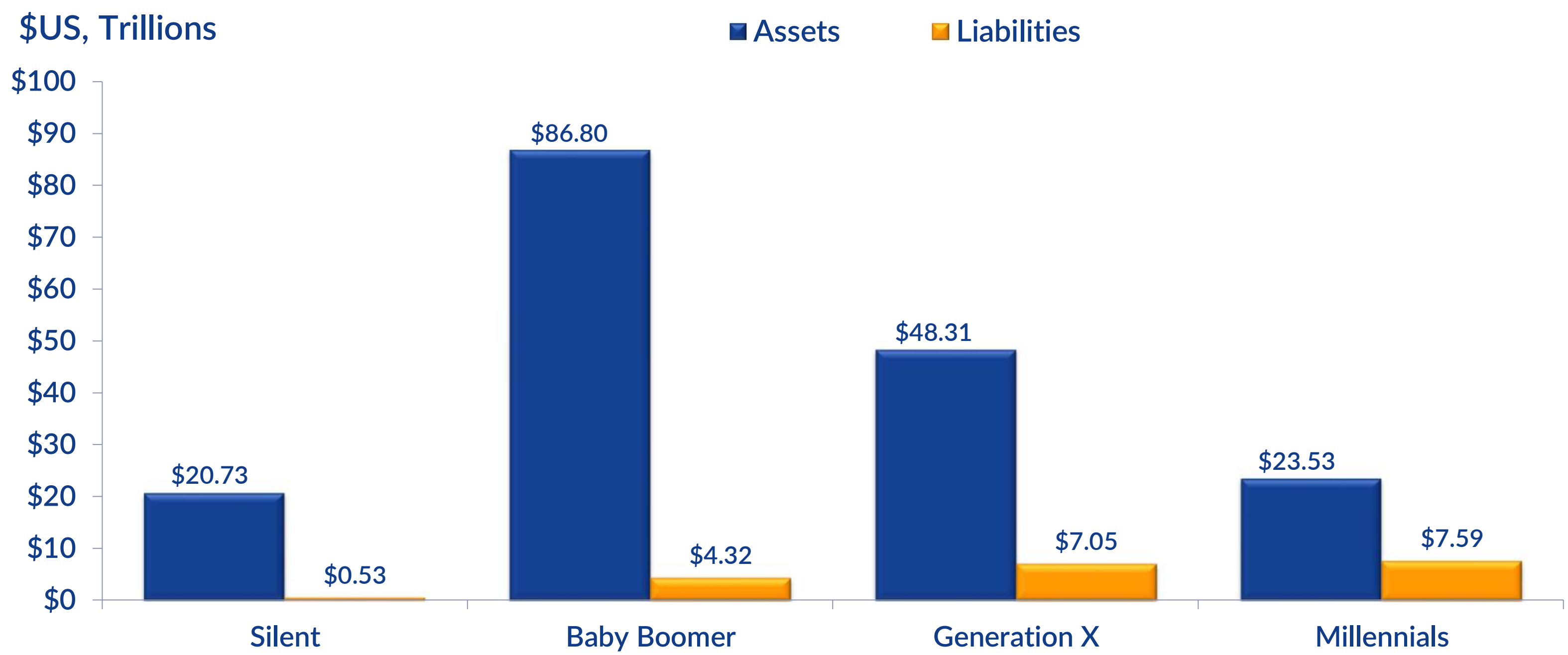
Wealth by Generation

Distribution of Household Wealth, Percentage



Source: Federal Reserve Economic Data (Q3 - 2024)

Assets and Liabilities by Generation

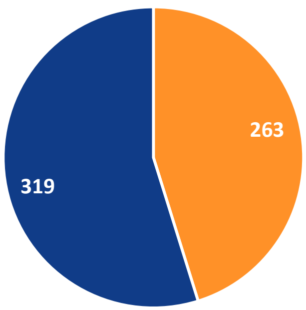


Source: Federal Reserve Economic Data (8/14/2023)

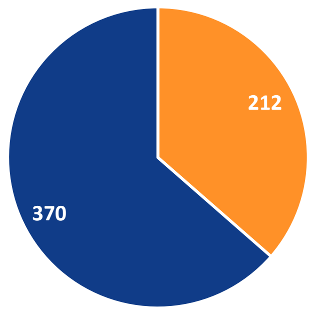
Economic Mobility

Immigrants and Entrepreneurship

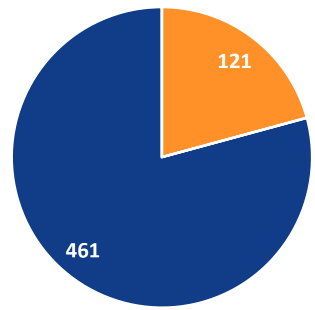
There are currently 582 private U.S. Start-Up Companies valued over $1 Billion (Unicorns). Of those 582…



55% were founded by an immigrant



64% were either founded by an immigrant, or by someone with parents that emigrated

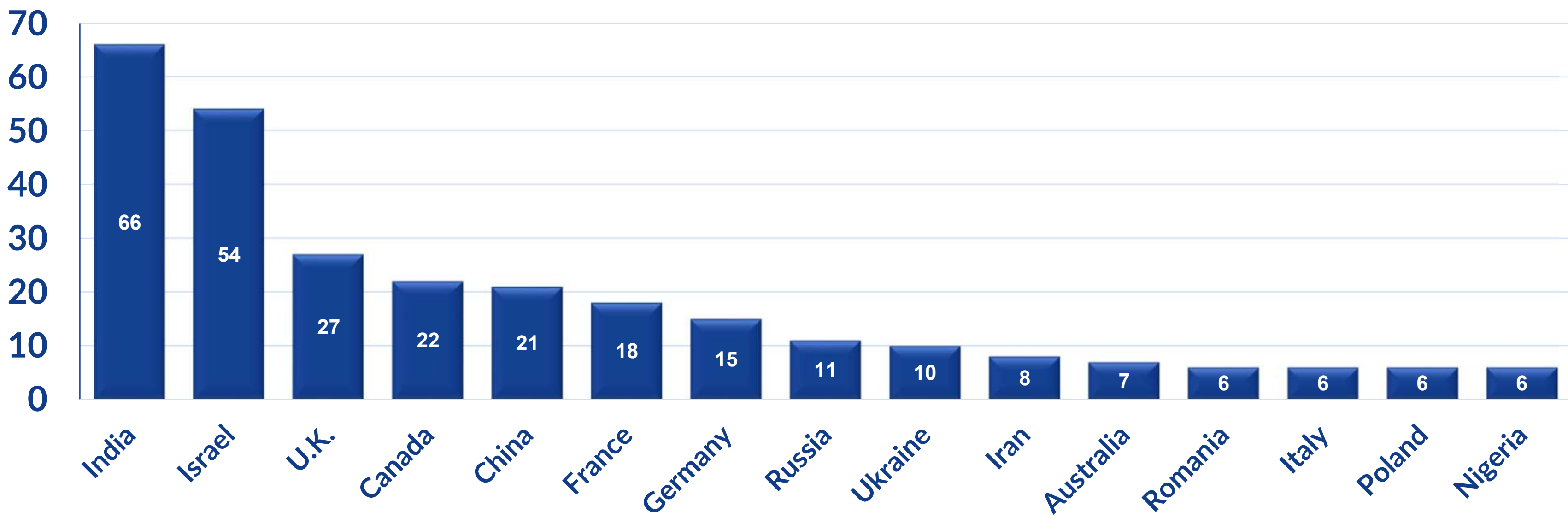


79% were founded by an immigrant, a 1st generation American, or are currently operated by an immigrant

Note: The term 'operated' indicates an immigrant is part of the C-Suite
Source: National Foundation for American Policy – Immigrant Entrepreneurs and US Billion Dollar Companies (1/26/2023)

U.S. Unicorns by Immigrant Founder Origin Country

Current Private Unicorns Founded



Source: National Foundation for American Policy – Immigrant Entrepreneurs and US Billion Dollar Companies (8/21/2022)

Wealth Patterns in Selected Countries

2022 wealth per adult in 1,000 U.S. dollars (rounded)

Country	Median	Average	<$10,000	>$1 million
Australia	$247	$497	9.9%	9.4%
Germany	$61	$257	10.5%	4.1%
Japan	$104	$216	11.6%	2.6%
France	$133	$312	15.5%	5.6%
Singapore	$99	$383	16.0%	6.7%
United States	$108	$551	17.5%	9.0%
United Kingdom	$152	$303	19.6%	4.8%

Source: Credit Suisse Global Wealth Report 2023 (1/26/2024)

20 Year Median Wealth Growth – Developed Nations

20-year increase in median wealth per adult (inflation adjusted)

Country	2002*	2022	% Increase
Uruguay	$7,570	$33,522	342.8%
Norway	$51,224	$143,887	180.9%
Germany	$26,512	$66,735	151.7%
Canada	$57,824	$137,633	138.0%
Denmark	$79,430	$186,041	134.2%
Korea	$42,234	$92,719	119.5%
Switzerland	$79,450	$167,353	110.6%
Australia	$126,971	$247,453	94.9%
Sweden	$47,048	$77,515	64.8%
United States	$79,315	$107,739	35.8%

Note: 2002 figures are inflation-adjusted to 2022 levels
Source: Credit Suisse Global Wealth Report 2023, Author's Calculations (1/20/2024)

INVEST AMERICA

Problem Statement:

Americans Are $$ Divided – Threatening Democracy

- **60% Live Pay Check to Pay Check – No Investments or Compounding – Wealth Gap At All Time High**
- **Lack Basic Financial Literacy – Cold Start Problem**
- **Negative Impact to HS Graduation, Mental Health, Safety, Families and Entrepreneurialism**
- **American Losing Faith in Free Market Capitalism (54% actively neg)**

Source: Nadeem, R. (2022, September 19). Pew Research Center.
Axios | SurveyMonkey Poll (2021, June 15).: Capitalism and Socialism.

Economic Mobility

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**401k-like private investment account for all Americans at birth,
seeded with $1,000 from the government,
invested in the S&P 500 (Lock Box).**



INVEST AMERICA

The Solution

Core Principles: Invest America Accounts

Private Property

These accounts will be the private property of the account holder.

Seeded by Government

For all Americans at birth, an initial seed of $1,000 by the Federal Government.

Tax-Deferred Growth

Accounts will be able to compound on a tax deferred basis.

Benefit Matching

Encourage Employers, Family and Philanthropic organizations can contribute to accounts.

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Execution

Harness the Power of Private Markets

- **CEOs representing millions of employees have endorsed & will contribute to the Investment Accounts of Children of Employees.**
- **401ks are $75 B annual contribution; total of $13 T.**

Birthright Investment in the "Big Beautiful Bill"

For every child born in the U.S. between January 1, 2025, and December 31, 2028, the federal government would establish a tax-deferred investment account (a "Trump Account"), seeded with a one-time $1,000 deposit

These accounts can receive contributions of up to $5,000 per year from parents, relatives, or employers.

Funds are invested in a U.S. stock index fund and grow tax-deferred until the child turns 18, after which they transition into a traditional IRA with restricted uses (e.g., education, home purchase, small business start-up).

Source: National Foundation for American Policy – Immigrant Entrepreneurs and US Billion Dollar Companies (8/21/2022)

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Research

Harness the Power of Compounding

- >$10 K in 7th Grade
- $150k at 30
- $1 M at 50

Invest America $1000 at Birth and $750 Annual Contribution

Rate	2%	3%	4%	5%	6%	7%	8%	9%	10%
Age 5	$ 5,857	$ 6,045	$ 6,240	$ 6,442	$ 6,650	$ 6,866	$ 7,089	$ 7,320	$ 7,558
Age 10	$ 10,370	$ 10,990	$ 11,654	$ 12,365	$ 13,127	$ 13,943	$ 14,816	$ 15,751	$ 16,751
Age 15	$ 15,352	$ 16,722	$ 18,241	$ 19,926	$ 21,795	$ 23,868	$ 26,169	$ 28,723	$ 31,557
Age 20	$ 20,853	$ 23,368	$ 26,256	$ 29,575	$ 33,394	$ 37,789	$ 42,851	$ 48,682	$ 55,402
Age 25	$ 26,927	$ 31,071	$ 36,006	$ 41,891	$ 48,917	$ 57,315	$ 67,362	$ 79,392	$ 93,805
Age 30	$ 33,632	$ 40,002	$ 47,869	$ 57,609	$ 69,689	$ 84,700	$ 103,377	$ 126,643	$ 155,652
Age 35	$ 41,036	$ 50,355	$ 62,303	$ 77,669	$ 97,488	$ 123,109	$ 156,295	$ 199,345	$ 255,258
Age 40	$ 49,210	$ 62,357	$ 79,863	$ 103,272	$ 134,689	$ 176,980	$ 234,048	$ 311,205	$ 415,674
Age 45	$ 58,235	$ 76,271	$ 101,228	$ 135,948	$ 184,472	$ 252,536	$ 348,294	$ 483,316	$ 674,026
Age 50	$ 68,199	$ 92,401	$ 127,221	$ 177,652	$ 251,092	$ 358,508	$ 516,158	$ 748,131	$1,090,104
Age 55	$ 79,200	$ 111,100	$ 158,846	$ 230,879	$ 340,246	$ 507,140	$ 762,805	$1,155,580	$1,760,203
Age 60	$ 91,346	$ 132,777	$ 197,323	$ 298,810	$ 459,554	$ 715,603	$1,125,210	$1,782,492	$2,839,403
Age 65	$ 104,756	$ 157,907	$ 244,136	$ 385,510	$ 619,215	$1,007,983	$1,657,703	$2,747,073	$4,577,466

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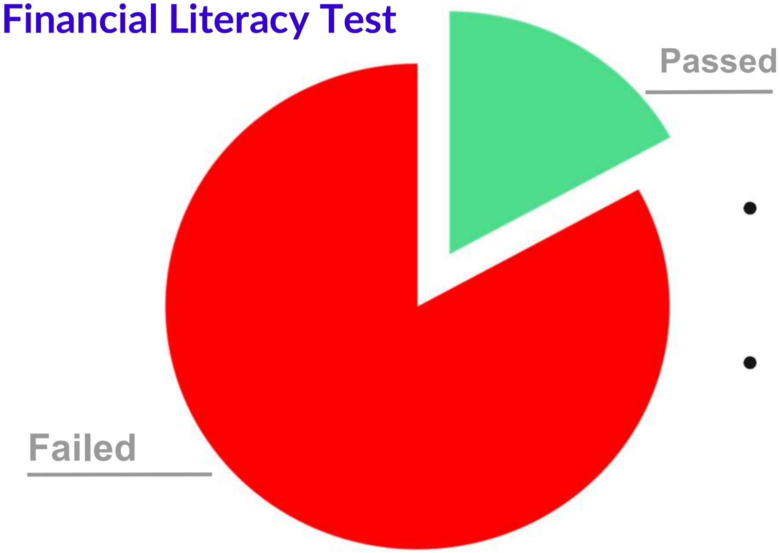
Problem Statement

Harness the Power of Education

FINRA Financial Literacy Test



- **$415 billion cost** to Americans Because they Lack Financial Literacy
- Turbo Charge the Power of Financial Literacy Programs Like Operation Hope and Public Schools

Sources: Lin, J. T., Bumcrot, C., Mottola, G., Valdes, O., Ganem, R., Kieffer, C., Lusardi, A., & Walsh, G. (2022). Financial Capability in the United States: Highlights from the FINRA Foundation National Financial Capability Study (5th Edition). FINRA Investor Education Foundation. www.FINRAFoundation.org/NFCSReport2021, National Financial Educators Council. (2021, January 7). Survey Results: Deficits in Financial Literacy Cost Americans $415 Billion in 2020. PR Newswire. https://www.prnewswire.com/news-releases/survey-results-deficits-in-financial-literacy-cost-americans-415-billion-in-2020-301201971.html

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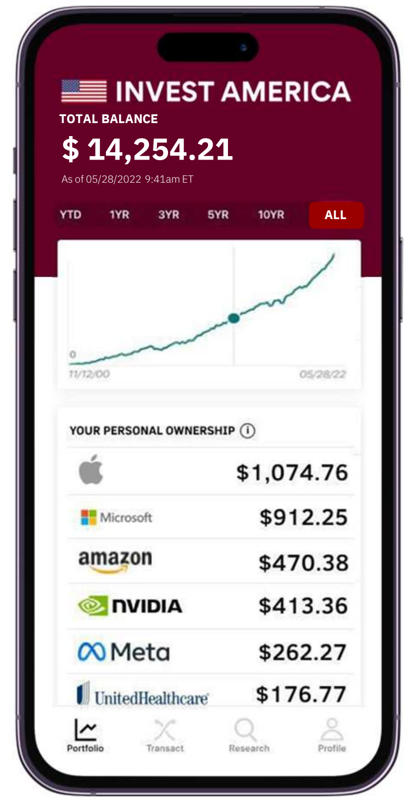
Future Analysis

Milken Institute Partnership – Cost / Benefits

- Hassett (Trump) and Shapiro (Clinton) leading research and scoring.
- Census Birth Projections, Annual Average: 3,640,000
- Grant: $1,000 per child - $3.7 B Annual, $37 B 10 Yr
- Cost Offsets – Present Value of Future Capital Gains Taxes will reduce & may eliminate Short Run Costs.
- Will highlight Other Societal Benefits / Offsets – Savings Rate, Graduation Rates, New Business Starts, etc



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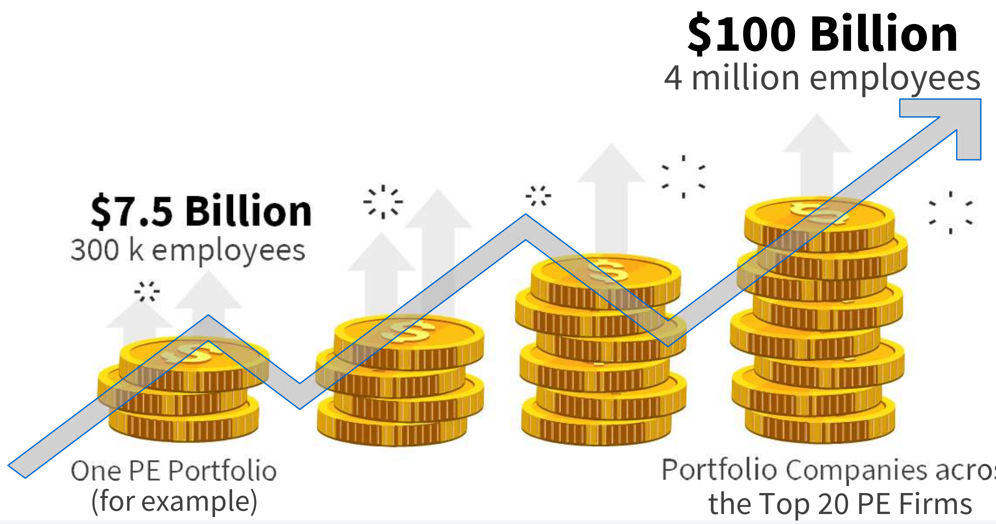
PE: Sizing the Potential U.S. Impact

Wealth Creation Potential for Lower Income Workers



Source: Federal Reserve Survey of Consumer Finances, Ownership Works (5/2/2024)

As a reminder, currently the bottom **63 million** households own only **$178 billion** in corporate equities

Economic Mobility

Economic Mobility

Economic Mobility

$$P=\Sigma Ft_i*(\Sigma HC_i+\Sigma SC_i+\Sigma RA_i)$$

P	**=**	**Prosperity**
Ft	**=**	**Financial Technology**
HC	**=**	**Human Capital**
SC	**=**	**Social Capital**
RA	**=**	**Real Assets**

Michael Milken, Berkeley, California, 1965

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Financial Technology

Innovative processes & components including:
- Convertible bonds
- Preferred stock
- High-yield bonds
- Collateralized loans
- Collateralized bonds
- Equity-linked securities
- Securitized obligations (mortgages, credit cards, etc.)
- Derivatives

Human Capital

Productivity:
- Skills
- Education
- Training
- Experience
- Creativity and Innovation
- Habits, including courage and gratitude
- Health
- Immigration

Social Capital

- Rule of law
- Property rights
- Public health
- Universal education
- Religious freedom
- Police/fire protection
- Cultural resources
- Universal suffrage
- Protection of creditors
- Rigorous financial reporting standards
- Transparent markets
- Regulatory continuity
- Environmental protection

Real Assets

- Cash
- Receivables
- Real estate
- Factories
- Capital equipment
- Roads
- Buildings
- Infrastructure
- Natural resources

Michael Milken, Berkeley, California, 1965

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Economic Mobility