

EPISODE 773

[ASK FARNOOSH]

FT: You're listening to So Money everyone, welcome back to the show, happy Friday, as always, it's Ask Farnoosh time and we have a special cohost with us this time around, she is a listener, she is a comedian, an actor, obviously, I want to pick her brain because you know I'm taking like some comedy classes at night and I'm doing it on the side and I'm not doing very well, I'm doing okay but you know, I think I'm putting a lot of pressure on myself.

It's nice to have her on the show to pick her brain but before we bring her on the stage, just want to chat a little bit and catch up, you know? It's been a really good week of episodes, we had on Jaclyn Johnson on, on Wednesday, Jaclyn Johnson is the founder of create and cultivate which is a very new-ish, popular event that's been going on I think in LA, in other cities, the idea is, let's gather all out of this, like professional women who want to advance in their careers, who want to network and learn and be inspired.

They bring people on to speak like Gloria Steinem, to Kim Kardashian and everyone in between. I don't know what your feelings are about Kim Kardashian or Gloria Steinem but I think that's a pretty amazing spectrum of women and it's gotten to be so popular, so quickly that it's actually launched a whole other brand called Work Party.

Because that's kind of what people were calling these events like this sort of feels like a work party. Work party's the new brand that Jacklyn has now like suddenly built out of create and cultivate, there's a book, there's a podcast, there's content so I encourage you to go check out Jacklyn's work.

By the way, Jacklyn like was an intern, you know, not too long ago, getting coffee for her bosses and then just kind of like hustled it and had a vision and very inspiring interview. Here we are, it's the 24th, my family and I, we're getting ready to pack the car to go out to Long Island this week, this entire forthcoming week, we will be "on vacation."

Mom's got a few phone calls during the days and then also, during our vacation, I have to go back to the city for my comedy graduation performance. Some of you have been following my attempts to make jokes and you can come if you're in the Tristate area and you've got a free night on Wednesday, August 29th at the Gotham Comedy Club, I'll be there, along with my fellow classmates.

Doing our best due, our acts so to speak. We've been practicing, we've been kind of trying to rearrange our jokes, we've been getting a lot of feedback from our teachers and our classmates. Five minutes, make it or break it and I'm like 85% okay with my set.

I feel like really, what it comes down to and our cohost can probably educate me more on this but like it really comes down to memorizing your act, so well that when you get up on the stage, you can be so comfortable and ad lib maybe and just be so solid with the material and the words and the sentences that you know, you can actually go out there and have fun. Which I'm not there yet, still trying to memorize.

All right, that's Wednesday August 29th at Gotham Comedy Club in New York. If you are interested, you can go to the website gothamcomedy.com and book your ticket. It's a two drink minimum but you can also order chocolate milk if that is your thing. All right, let's transition now to the So Money questions and our So Money cohost, Ask Farnoosh, cohost rather. Heather Horton.

FT: Heather, welcome.

[0:04:12.0]

HH: Thank you, I love chocolate milk by the way.

[0:04:14.4]

FT: Yeah, I know some people I have a lot of friends who were like not drinking anymore. It's good, people are being healthy, I like it. Heather, you're an actor, you're an improviser, you're a comedian, you live in LA, you're living the dream my friend.

You've performed in over 300 improv and sketch shows at the 2nd city, UCBLA, The Growlings, you've bene on gosh, NBC, ABC, FOX, Nickelodeon, you're doing it, you're living the dream by I say like the dream like, my dream.

You are also someone who is very interested in personal finance which I thought was also very cool and different. Tell us a little bit about how those two worlds are intersecting for you? Your passion for comedy and performance and also your passion for money.

[0:05:00.3]

HH: Yeah, well, you know, you can go from being -

[0:05:05.6]

FT: Also, you have to be really funny the whole time because you know.

[0:05:08.5]

HH: No pressure. Yeah, when I started, I was of course in another city and I was just doing the normal stuff, nine to five gig stuff and then I moved to LA and to be available for auditions, you have to be kind of almost at a gig type of job and you can't really have a full time type gig.

And so, I went from like a nine to five salaried, got a 401(k) kind of deal to, "My God, I have to be flexible," so I'm piece meal-ing a work schedule together and all of a sudden I'm an independent contractor so my world was kind of turned upside down and then of course, you have to kind of manage everything actor related and everything else because you get to LA and everybody's got their hand out.

Like, "Hey, you want to be an actor? Let me teach you this and here, you can learn this and whatever, give me \$500 a month." You have to – initially you're like, "Okay," then you realize, "Holy crap, I'm spending so much money doing this actor thing."

[0:06:10.4]

FT: All those green juices in LA.

[0:06:13.3]

HH: Yeah, the yoga pants and green juices.

[0:06:14.7]

FT: Kale, everything.

[0:06:16.1]

HH: Are super expensive. Yeah, I had to kind of get everything under control and then I went through a major injury about four years ago and that turned my world upside down. Really, since then, I've just – I'm excited that I've educated myself, you know, with people like you and just blogs and everything else, just trying to kind of get everything under control and I'm learning that yeah, I can have a career because I've had an amazing – actually the last three years have been amazing, I can have a career and not break the bank and not give everybody who wants money from me, you know, everything that I had in a my bank account.

[0:06:55.5]

FT: You're taking on some ownership of your financial life, tell me a little bit about how you personally have been able to achieve some success and I know this is stuff you can't even tell me because you're under NDA but that's exciting, that's like you know, good situation.

You have been strategic and I understand too, you like have a job to pay the bills but also very committed to auditioning and performing. Is it just a matter of like saying yes to everything, putting yourself out there, being available to the best of your ability or - slash luck or like what is it in your world?

[0:07:32.5]

HH: Yeah, initially, it is saying yes to everything because that's how I started, I actually, basically you look into film schools if you're like a none – like a New York or LA city, find out if there's a film school close by and then you can do some stuff with those guys, the students.

Move to LA, yeah, there's obviously amazing film schools here so I got here, I didn't have the connections even though I've done a couple of things, you know, back in – I was in Nashville before I moved to LA. Came here and of course, got in contact with those guys and working with some film schools but then, at a certain point, you have to start saying no to things because if you're running around, being a crazy person, then you're not opening yourself up to the next step or elevating your career.

Once I started to kind of turn down some things, or not really go after those type things, I started kind of taking the career to the next level and booking national commercials and booking TV shows and that kind of thing.

It's been - and not feeling like I'm running myself ragged. Yeah, this year's been awesome and I have – there's a show coming out in September which I'm super pumped about and I can't say what it is but I worked with – you'll be pumped when you see it because you're doing some comedy and it's with a comedy legend. I'm really excited about that.

[0:08:51.6]

FT: All right, you heard it here first everybody, Heather is going places and so I will take all the credit for that. Really excited to have you on this show in particular because we do have some questions about things like negotiating your salary, dealing with employers who want to learn what your current salary is in order to then give you an offer and I know you're in California and I think they just passed a law where that's a no-no. You can't do that anymore.

But let's get to that question. The first is from Melanie. On Instagram, everybody, you know, I'm having a lot of fun on Instagram answering your questions and being silly and also hopefully helpful and Melanie asked on Instagram, "How do you handle perspective employers asking

how much you currently make. I'm underpaid at my current job and looking for another position. However, every interview, I get asked, how much I currently make. I prefer not to tell them. Any perspective employers," – sorry, "are perspective employers, even allowed to ask that, do I have to answer honestly?"

Firstly, it depends on your state whether it's allowed or not and I think – I don't know where else besides California. I think in New York, they're moving towards this or they already have, too. Check with your state laws because it may be legal and now, I wouldn't tell them like, well that's an illegal question but I might say something along the lines of – "I think that last I checked this was actually not a question that was that employers were allowed to ask any longer so if it's okay, I'd like to pass on this question."

But you've had, you said to me, Heather, that you actually had a similar kind of scenario being in LA too. How did you navigate it?

[0:10:38.2]

HH: Yeah, they actually – no, yeah, you're exactly right, California, they made it illegal, I think it was the first of this year, I think it went to effect the first of this year which is great but you get with everything, everybody has to fill out, you know, their little application and I would just leave it blank if I felt like I was underpaid, if they – if it was something not digital, I think everything's going digital now, everything.

Which is not a horrible thing but you know, they won't let you go to the next section if you don't fill it out but yeah, if it's a paper application, you can leave it blank, you don't have to fill it in if they bring that up and then you can discuss it in the interview and you can kind of pivot the question and say, "Well I'm looking to actually make this," whatever.

But yeah, this was – I'm glad that California kind of took that step to be honest with you. Especially with the pay gap.

[0:11:32.2]

FT: Yeah, it's a really hard thing to – I hate this question, you know? I just think it's such a cop out when employers do this, it's mostly because they want to not overpay you, let's be honest.

[0:11:41.8]

HH: Yeah.

[0:11:42.2]

FT: It's not like, "I don't want to low ball you, I want to like pay you," it's not because I want to pay you twice what you're making. I actually had this – I'll give an example, this was years ago in New York, there was no law prohibiting this and I was switching companies and I was – I also felt like Melanie, I was being underpaid at my company and so before I started interviewing elsewhere, I went to HR and I asked for my salary band and I said, "Okay, I'm making \$45,000 a year and my role is producer. What is the budget that the company has set aside for this position starting with the least amount of money to the highest amount of money?" That's the band or the range so to speak.

A lot of companies have this information, you're completely preview to it. I would say startups probably don't have it but it's a lot of like mid to large sized companies will have this and HR, will give it to you if you just ask, should give it to you.

I learned that I was – my position had a range of 42,000 all the way up to like 90 or \$85,000. I was still in like the 1 percentile of that range, which annoyed me but it also was great information. I used that to go into the next job interview when the salary question came up. They said, how much, they didn't say how much are you making but they said something like how much would you like to make?

You know, for this position, what are you thinking? I said, you know, I didn't lie, but I did sort of elude to the fact that I was making more than I currently was. I was like, "Well I would like to close to double what I'm making and so I would like to make \$100,000," and they said, "Well, that's more than what we budgeted for but how about 85?"

Then I said, I don't know. Then they said, "Well okay, we'll give you 85 and then in six months we can revisit your salary," and then I said, "How about we make it 90 and I won't bother you in six months," because we all know that's also a cop out, they don't want to talk to you in six months, you're still new at the job.

I said, "Let's do 90 and then we'll talk like not in six months, we'll just call it a day, we'll go do a handshake deal," and that's how I got my nearly doubled my salary and I wouldn't have had that sort of chutzpah to ask for it because other – if I had not gone to HR and known what I was actually worth, you know?

Okay, the salary band, wherever you fall on it, It doesn't mean that is what you're worth. What you're truly – you're potential is the highest on that salary - is the highest number on that salary range according to me, that's how I felt. I was like, "I'm working like I should be making 80, \$90,000 a year but I'm only getting paid this much," and I had asked for raises, I felt like I had delivered a lot of value.

I went to the next job interview saying I want to make 100k because I think that's what I should make and I knew not to – I knew that wasn't going to be a preposterous ask because I knew that's what the market had budgeted for. At least at my company.

I would say Melanie to say this, this is the script. If this is a state that you live in where it is permissible to ask for your salary, current or historical, just say, you know what? I would really love to spend more time first learning about the role and how I can bring value. You know.

You say, the job that I'm doing now, it's not on par with necessarily all the things that I would be doing here so I think to share my salary with you currently, it's going to not be a viable reference point. Because I'm not going from apples to apples, right? What do you think? Do you think that's like a fair statement, Heather?

[0:15:52.1]

HH: Yeah, absolutely. We tend to undervalue ourselves, women, and just in general. When we're asking for salaries. Yeah. I absolutely think that would be the right thing to do.

[0:16:03.9]

FT: But be as honest as possible and you know, there will be a ton of articles on this I'm sure if you google like salary and negotiations and every article I've read is like, just defer, just defer answering those questions until you – there's like, you're basically cornered and if you've had – here's the thing, if you lag and you don't answer this question until like your third interview, your fourth interview, that's great.

Because at that point, the company is really invested in you as well, they've been taking time out of their day to interview you, you're clearly the hot candidate. Throw out the number that you want to make, you know, I make sure it's backed up and justified, don't just like throw out a random number but like, go to your HR department, ask for a salary range, talk to friends who have jobs that are in this industry who might have a sense of what that position would go for so you have some context. Good luck.

Next is Kelly from Instagram also, a question about retirement Heather, and she has a 401(k) with a 6% company match. I understand she is maxing that out to get the full match, so she's effectively getting 12% of her income put into the 401(k). She also has a pension, what? Who has pensions anymore?

[0:17:20.8]

HH: Yeah, how does that even work?

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FT: Then she wants to diversify her retirement accounts and play some catch up, really? It sounds like she's doing really good, she wants to have about \$100,000 set aside for retirement because she's like 32 and yeah, there are a lot of calculators out there, rules of thumb that say, that you want to have at least your salary saved in a retirement account or accounts by your 30s.

Assuming that's what her salary is I guess that's what's kind of putting the pressure on her but I would say Kelly, stay the course, I mean, you're doing really well, she asked, should she open up an IRA, Roth or traditional, she's worried that she is not going to qualify for the Roth soon because she's going to start making too much money like over \$120,000 which is going to cap you out of that.

If you do want to diversify let's say your tax exposure and retirement, a Roth IRA may not be a bad move since your 401(k) has different tax benefits. A Roth works in the opposite direction. A Roth, you don't get the tax deduction today but you get to withdraw the money in retirement tax-free.

And so do that, maybe take out a Roth, invest to the max you can this year which is 5500 and then next year, if you are salary increases then call it a day with the Roth at least you've got 5500 in it and that could continue to grow if it is still invested but I mean, I don't know how much. I wish she had told me how much she currently has in total saved. With the 401(k), she's doing the best she can do.

If she likes the 401(k) and they have some good investments that are low fee like index funds or ETF's then maybe pick a few of those and maybe add a few more percentage points from your salary to it to get to that 100,000 goal but I don't think you have to make too many crazy moves. What did you do with your 401(k) when you left your nine to five Heather?

[0:19:17.4]

HH: My 401(k) sat there and then company and I didn't know what I was doing at this point, I honestly had no clue, it sat there and then I finally got a letter from the company saying, "Hey you've got to move this out of here. Here are some options," and so I rolled it into an IRA and then of course it sat there because I was not educated on what I was doing. I had no education growing up on investing. I had none whatsoever only on saving.

So it wasn't until a couple of years ago that I actually have a Roth now. So that was rolled into a traditional IRA and then I started a Roth. So I actually, yeah I have both IRAs and an individual brokerage account. So there you go but Kelly is killing it. Yeah, I really am curious how much -

[0:20:09.3]

FT: This is my audience Heather, you included, we're all financial badasses. I mean yeah, we can definitely get some improvements here and there but in general I mean this is fantastic. I love the way that she also asked the question like she is telling me all the things that she has already done so I could not give her repetitive advice. I want to ask you a question Heather about when you decided to leave to move to LA.

That must have been a big decision for you, what did that pros-con table looked like and what made you ultimate decide to make the leap?

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HH: What ultimately did it was I actually was cast at the leading role in an independent feature and I won the best actress award in a film festival and you know I actually got a lot of people like, "Oh this is great. You did great." I'm like, "Oh God, maybe I could make a living at this." So I decided to make the move but ultimately it was because my mom who was a dance instructor, she's retired. She sold her studio but she always wanted to be on Broadway.

And she always wanted to be a Rockette. Now being a Rockette, she was too short. Back then the height requirements were much more strict but she could have at least maybe audition for Broadway show or whatever and she never did it and I've heard her say that she's always regretted it and I never wanted to have any regrets if I felt any part of my being that I had some chance at making a living in a creative way.

That I wanted to at least give myself the chance to do it and so I just said, "You know what? I've got to do it. Let's roll with it." And my right brain and my left brain fight constantly and I am a planner. So I planned out when the move is going to happen and saved out the money and went from there.

[0:21:59.1]

FT: Wow and so financially, did you feel like you have to be in a certain place before you could make the move? What made you confident that you could figure things out money wise?

[0:22:09.1]

HH: I definitely felt like I needed to have so much money saved up. I already reached out to people that had lived here. I knew how much it was, it is so expensive in LA. My cousin is like, "It is like having 10 kids." It's ridiculous. That is one kid every people are like, "Oh I have a kid, that's expensive. Oh it is like having 10 kids living in LA." I knew I had to have so much money. I also looked into types of jobs that would help me transition.

So I am actually a licensed physical therapist. So I actually took a travel gig which pays you a ton of money. So that actually paid for my moving expenses. So I took a contract gig for three months and they give you a crazy ton of money upfront and I worked at this skilled nursing facility for three months. The first three months I got here so I just used that time to get settled in, get the lay of the land, toddle about, look for improve theaters, comedy stuff, that kind of stuff, so yeah it was a little planning.

[0:23:09.2]

FT: That's smart, I love that. Well you mentioned earlier that you are listening to tapping some other financial resources. Can you share some of the others that you like?

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HH: Yeah, so there's podcasts, there's blogs, I like well, Mr. Money Mustache, I like that guy. I like Paula Pant which I believe you are friends with and the guys over at Stacking Benjamin's have been helpful I think and Magnify Money, The Penny Hoarder. I am just throwing out a whole bunch of stuff here.

[0:23:41.9]

FT: Yeah, I just posted a video or rather a picture of me and Mr. Stache on Instagram earlier this month and as a throwback to my financially fit videos I did for Yahoo Finance. I don't know how long you have been following me Heather but I have been around the block and years ago, I hosted a financial video series for Yahoo and I actually got the chance to visit Mr. Money Mustache at his house in Colorado.

Spent a day and a half with him, pretty cool. He has a great family, I love his wife so really quickie question from Michelle on Instagram who has been a long time listener, thank you Michelle for submitting your question and for being a subscriber to So Money. She's got two boys in high school and so her question is, "Is it too late to start a 529 plan for them?" Well, it is never too late to start a 529 plan.

There is no deadline. Ideally you would start one as soon as possible to be able to benefit from all that compound interest and also depending on the state that you opened up this plan in and that you might be able to also benefit from some tax breaks. I know in New York, there is some tax advantages to the New York State 529 plan as for New York residents and so it is really about what your goals are in this 529.

And also realizing that the money that you are investing in the 529, you know it is not going to be just invested in cash or a bond necessarily. It might be also in things like stocks and mutual funds and more aggressive vehicles and if your kids are just a couple of years away from college at which point you want to tap that 529, just be sure that whatever money you are investing it's not too risk exposed because if the market tanks.

And then you need this money, you've lost and so it's better that's why again to have the time to recoup from the volatility in the market but if you do live in a state where there is a 529 available with some tax benefits, that could be something to definitely consider then because whether you started it 10 years ago or now, you can still take advantage of those tax breaks which could save you money.

And by the way, 529 plans are the sort of thing where even once your kid enters college, you don't have to use it right away. You could save it to maybe use it just for senior year or junior year. At that point you've got more time to let the investment grow and you can also transfer the

funds over to another beneficiary. If you realized that one of my son has gotten a full scholarship. That's amazing so then you can maybe take that 529 and give it to another relative.

Or one of you if you ever wanted to go back to school or if your child then wanted to graduate school, there is some flexibility there but you can go to collegesaving.org. That is the college savings plans that work. We are going to finish off here Heather with a question from Megan also along the lines of career promotion salaries. How to negotiate a salary during a promotion. So good news, Megan is getting promoted, congrats.

And her company is creating this new position for her. She has done research on salaries for the type of work and level of experience which is great but wants to know do we have any tips on how to negotiate for more in this situation, anything that she should tell them or put in writing. She says also, "My manager does not have control with regards to salary so it would have to go past him to HR." Which is good to know.

So I think if I have anything to say here and then I will pass the baton to you Heather is that it's important to find out in all, for everyone out there listening about salary, promotions, things like that, the person you are negotiating with often isn't the one that's going to make the final decision. They're the ones that have to go and share your case with someone who actually has the authority to decide on the salary.

So that is important to know. Your job then as somebody who wants to make more money is to make it super easy for your manager to then go and speak on your behalf. So lay it all out, have your bullet points, you know what? Put it in writing because that is going to help your middle man here or your middle woman then go and advocate for you. If you can make a really compelling case, "Here is what I have researched, here's the value that I am going to bring at our company, we pay people at similar senior levels this much money now. They may not be doing the same exact thing but this is what the company has previously budgeted for people with this many years of experience, this sort of senior responsibility."

That's all important context put it out there, give it to your middle man, manager to then go to HR. And I think the more equipped this person is with data, the more they can feel confident

about being your advocate. So that's what I have to say, Heather did you have a situation like this? I think you said you did earlier.

[0:29:04.3]

HH: I did yeah, I actually from my physical therapy gig they created a position for me and I did not go in prepared. So I would say for sure, I hate the word productivity but there it is, find out what as far as your position and what you are doing for your type of work, show them on paper. Like you said, what you can do and get the return for it and that way they can justify giving you what you want and then go high.

Go high because then if they come back, they can give you that step down, "Oh okay." Go high and then they will be like, "Oh well we'll give you this," and you're going, "Okay that would have been fine anyway," but don't come in at that and then they go lower at that. So I actually low balled myself. I went in and said, "Oh yeah, I would like this," they're like, "Okay," they literary just said, "Okay," right there and I am like, "Crap! Oh shit that's really low for me."

[0:29:58.9]

FT: Well yeah, I would say like whatever you want to make add like 10 or 15 or 20% and that's what you ask for because your employer is expecting a back and forth but if you go in really low and they're like, "Okay" you know you haven't done your job. You know you didn't go high enough, sorry."

Well how was it like negotiating in Hollywood Heather? I mean we are hearing people like famous Hollywood women who was, "Oh my gosh she was making half of what her male co-star was making." I blame the agents.

[0:30:31.0]

HH: Yes, that is a big debate. Yeah definitely it is up to the agents. Now of course now they may not know what the male – they don't have the same agent or not. If they had the same agent then that's for sure is an agent problem if both the leads have the same agents but if they have

different agents, they are not necessarily talking to each other so they may not know unless the studio discloses that but yeah, I think the big thing was on The Crown with Claire Foy who was brilliant on The Crown and of course, they got the guy from – oh shoot, what is that?

[0:31:04.0]

FT: Oh Mark Wahlberg, yeah.

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HH: Oh yeah that.

[0:31:07.7]

FT: All the Money in the World, Michelle Williams was making pennies to reshoot some scenes because Kevin Spacey – I know too much about this because Kevin Spacey was fired for reasons you can google and everybody has to comeback during Thanksgiving to reshoot and the producer apparently said, “Oh everybody is doing it for free,” so Michelle Williams was like, “Well I am not going to obviously ask for money. I am so grateful that this movie is even still happening.”

Mark Wahlberg was like, “I’m not doing this for less than...” I think it was half a million dollars or whatever he wanted to do the reshoot not to mention that he was already paid way more than her for a smaller role in the movie but honestly, I am not mad at Mark Wahlberg. I am not even mad at his agent because they have negotiated what they thought he was worth and they got it. I am mad at the studio, I am mad at the producer.

Who saw this coming and knew this, they knew everything. They are looking at the budgets all the time and they didn’t go to Michelle and go, “Hey, you know what?” No, because they want to save money too. So it is very complicated but it is also not very complicated.

[0:32:20.4]

HH: Exactly, yeah because you have got female artists that are big, who bust all the straws now. So it is stupid that we are even having this conversation that, you know?

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FT: We should have more transparency so we can be more educated about what we ask for.

[0:32:33.6]

HH: Yeah and they negotiate, this just tells you what the agents actually own. They obviously negotiate the pay, they negotiate the residual stuff, they negotiate who gets top billing. So if you ever see a movie where the cards come up, the title cards come up and then one name is at the bottom left and then the other name is at the top right, all that was worked out already in the deal before that actually came out.

So yeah, it's a whole rig then a row like I listened to an interview with Jason Bateman. When he was, a show a long time ago that he was on before Arrested Development, they asked him, "Oh you want to direct?" And he was like a kid.

[0:33:14.0]

FT: Oh my god.

[0:33:15.0]

HH: And he was like, "Uh yeah," and he did a really great job at it. He was organized and he did a really amazing job at it but I mean, would they offer that to his co-star?

[0:33:26.6]

FT: It's so true. I mean once we start talking about female directors that is a whole other boys club. I have a few girlfriends who are directors and they're like, "We just want to be invited to the

table. We are not even having the conversation because we are not even at the table. No one is inviting us.”

So they’ve got to get their own meetings and their own tables and their own projects going because no one is going to call them and be like, “Hey female director, would you like to direct this masculine box office movie?” I mean now it is happening a little bit more because people are getting called out but I don’t think that it’s yet the instinct to do that.

[0:34:02.7]

HH: No and after Bridesmaids was such a hit, everybody was so excited and feeling like, “Oh there’s hope. This is an amazing female driven comedy just tore up the box office” and then they did some studies like the year or two after Bridesmaids had come out and they found that they had actually gone the other way. So kind of the boys club in Hollywood had said “Nope,” and they had jerked things back the other way and actually there were less in every category.

So we are kind of working, we have to work against that and since then of course things have come out and been exposed and so we’re of course in the MeToo Movement, yeah.

[0:34:42.2]

FT: We’re so happy to have you in Hollywood, Heather. Hollywood needs more Heathers. Thank you so much for coming on the show, for being a listener and just being so wonderful and transparent about your story. Congratulations on all your success and forthcoming success, we’ll be looking out for you and everybody, if you’d like to check out Heather’s work, heatherhorton.net, we will also put that link on the So Money website.

Thanks for tuning in everyone and I hope your weekend is So Money.

[END]