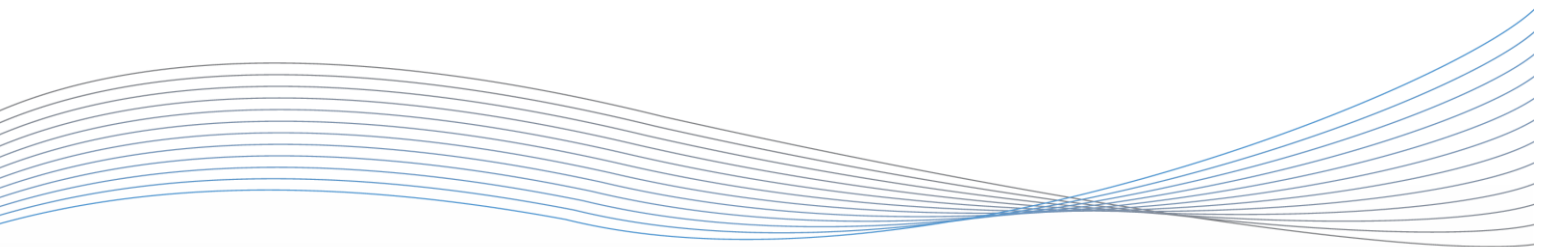




Greenstone
ASIA
Senior Workplace Survey

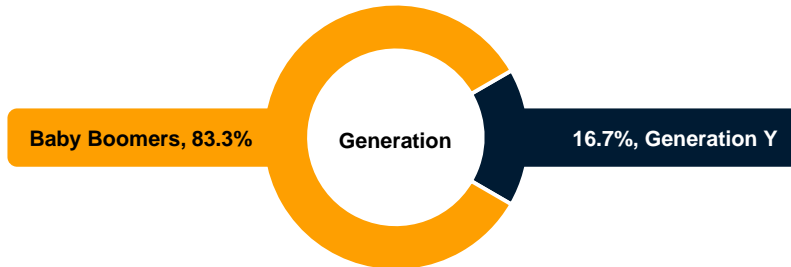


Full Data Report

Greenstone – ASIA ‘Workplace’

SCREENING

Qa1. How old are you?

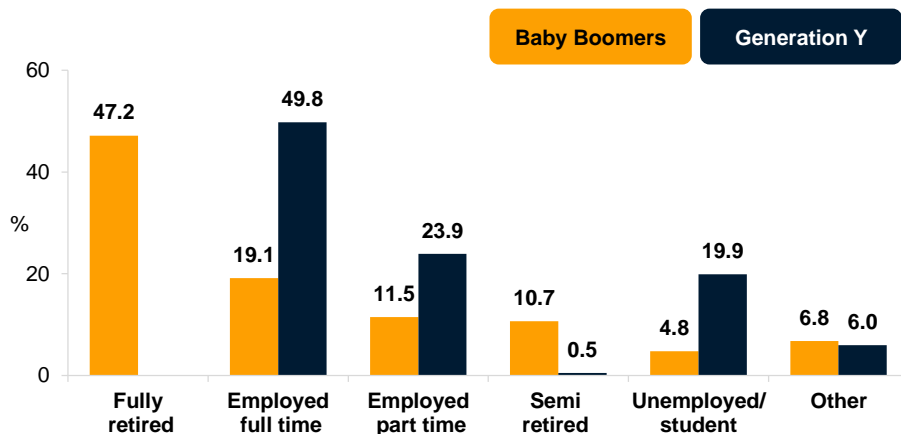


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How old are you?

The vast majority (83.3%) of respondents are Baby Boomers, while one in six (16.7%) are Generation Ys.

Qa2. Which one of the following best describes your employment status?

Please select one response only

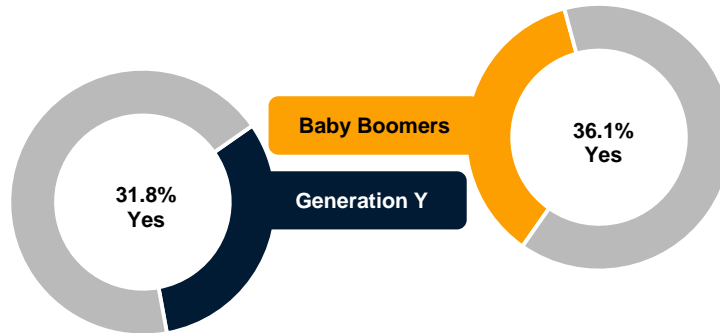


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which one of the following best describes your employment status?

More than half (57.9%) of Baby Boomers are semi or fully retired, while close to three in four (73.7%) Generation Ys are employed at least on a part time basis.

AGEISM

Qb1. Have you ever decided not to apply for a job because you felt your age would affect your chances negatively due to age discrimination?

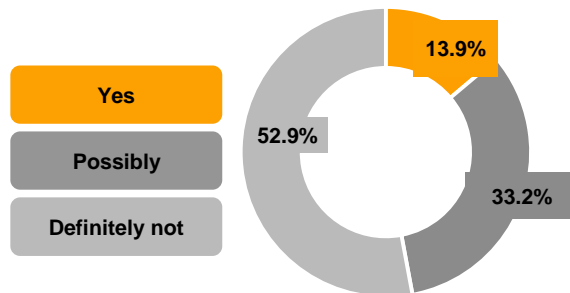


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever decided not to apply for a job because you felt your age would affect your chances negatively due to age discrimination?

Around one in three Generation Ys (31.8%) and Baby Boomers (36.1%) have, at least on one occasion, decided not to apply for a job because they felt their age would negatively affect their chances.

(Baby Boomers only)

Qb2. Have you ever been turned down for a job past the age of 40 because of your age i.e. age discrimination?

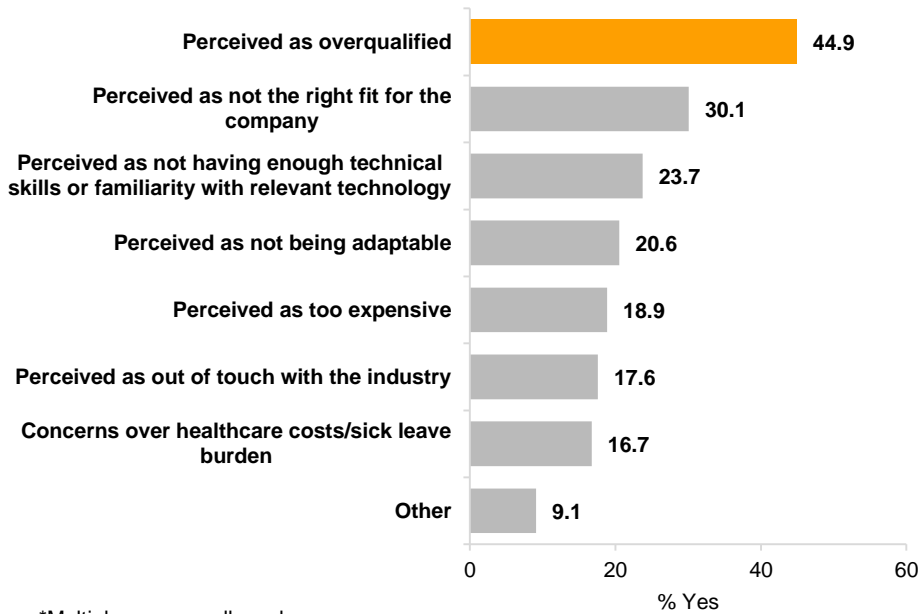


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever been turned down for a job past the age of 40 because of your age i.e. age discrimination?

Close to half (47.1%) of Baby Boomers say that on at least one occasion, they were or suspect they may have been turned down for a job past the age of 40 because of their age.

(Ask if yes or possibly Qb2.)

Qb3. If you have been turned down for a job, or suspect you may have been because of your age, why do you think this happened? Choose all that apply



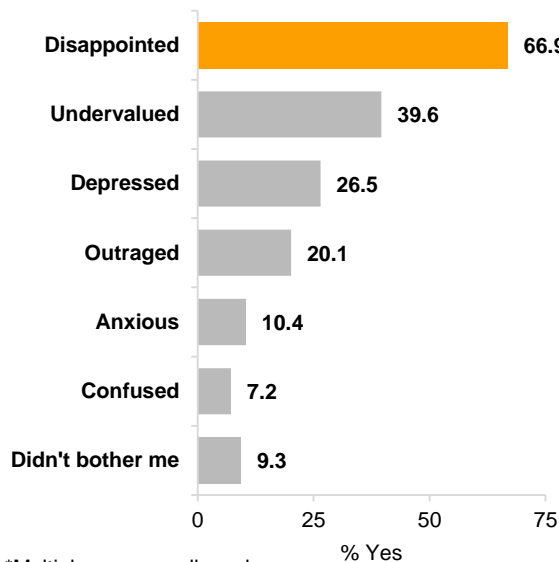
*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: If you have been turned down for a job, or suspect you may have been because of your age, why do you think this happened?

Baby Boomers who were or may have been turned down for a job because of their age most commonly perceive being 'overqualified' as the reason (44.9%), followed by 'perceived as not the right fit for the company' (30.1%) and 'not having enough technical skills...' (23.7%).

(Ask if yes or possibly Qb2.)

Qb4. How did this experience make you feel? Choose all that apply



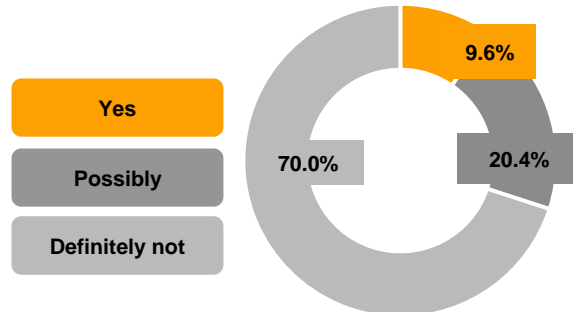
*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: How did this experience make you feel?

'Disappointed' is the most common reaction among Baby Boomers who were or may have been turned down for a job because of their age (66.9%).

(Baby Boomers only)

Qb5. Have you ever experienced age discrimination at work e.g. treatment, pay and conditions, promotion opportunities or specific adverse incidents?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever experienced age discrimination at work e.g. treatment, pay and conditions, promotion opportunities or specific adverse incidents?

Three in 10 (30.0%) Baby Boomers say that they were or suspect they may have been discriminated against at work on at least one occasion.

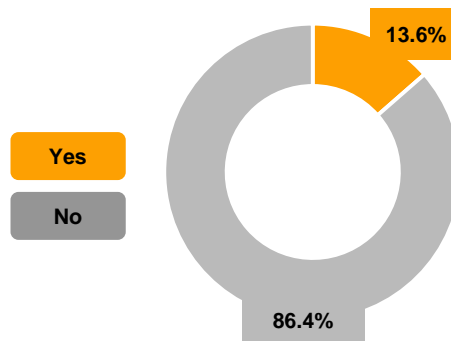
(Ask if yes or possibly to Qb1 OR Qb2. OR QB5.)

Qb6. Please briefly describe the experience you had with workplace age discrimination

Please refer to the attached spreadsheet.

(Baby Boomers only)

Qb7a. Have you ever experienced patronising situations at work because of your age?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever experienced patronising situations at work because of your age?

Nearly one in seven (13.6%) Baby Boomers have experienced patronising situations at work because of their age.

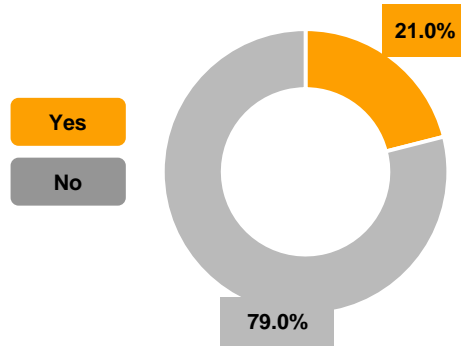
(Ask if yes Qb7a.)

Qb7b. Please briefly describe the most patronising situation you experienced at work because of your age.

Please refer to the attached spreadsheet.

(Baby Boomers only)

Qb8a. Have you ever felt annoying assumptions were made about you at work because of your age?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever felt annoying assumptions were made about you at work because of your age?

More than one in five (21.0%) Baby Boomers have on at least one occasion, felt annoying assumptions were made about them at work because of their age.

(Ask if yes Qb8a.)

Qb8b. What are the most annoying assumptions you think have been made about you at work because of your age?

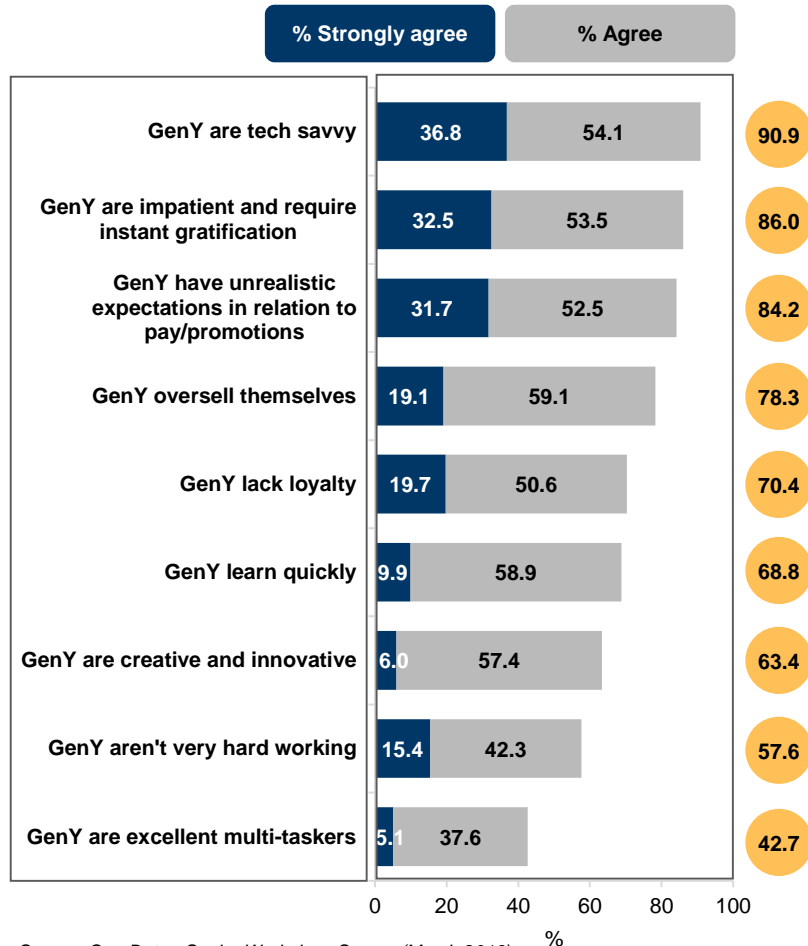
Please refer to the attached spreadsheet.

Baby Boomer vs. Generation Y in the Workplace

Mutual perceptions

(Ask if baby boomers)

Qc1. To what extent do you agree or disagree with the following statements about working with your Generation Y counterparts? *Strongly Agree Agree Disagree Strongly Disagree*

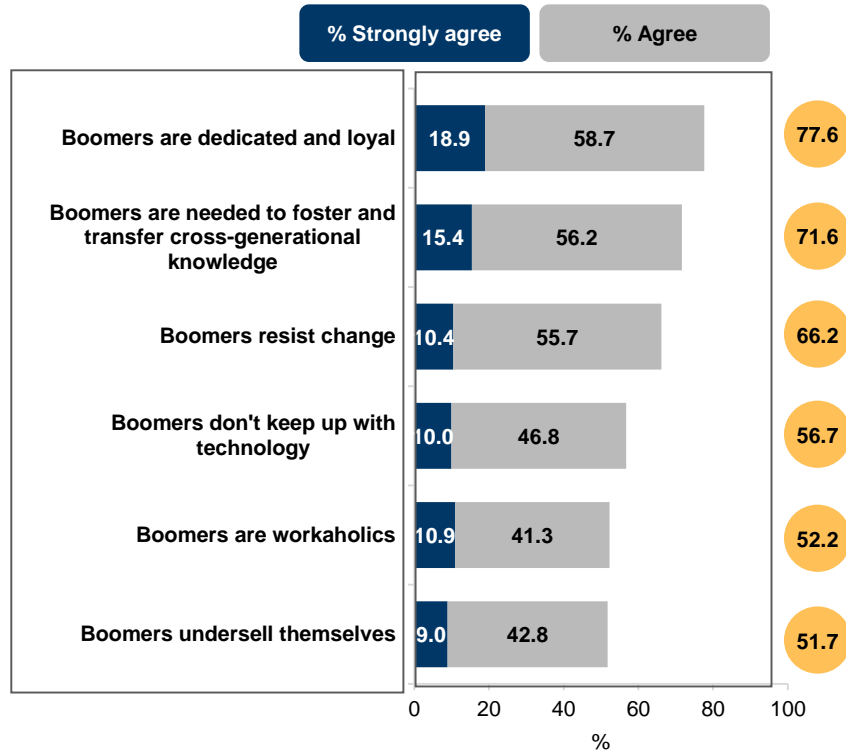


Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements about working with your Generation Y counterparts?

The vast majority of Baby Boomers believe Generation Y's are impatient and require instant gratification (86%) and have unrealistic expectations on pay and promotions (84.2%). On a positive note, more than 9 in 10 (90.9%) Baby Boomers agree that Generation Ys are tech savvy.

(Ask if Generation Y)

Qc2. To what extent do you agree or disagree with the following statements about working with your Baby Boomer counterparts?

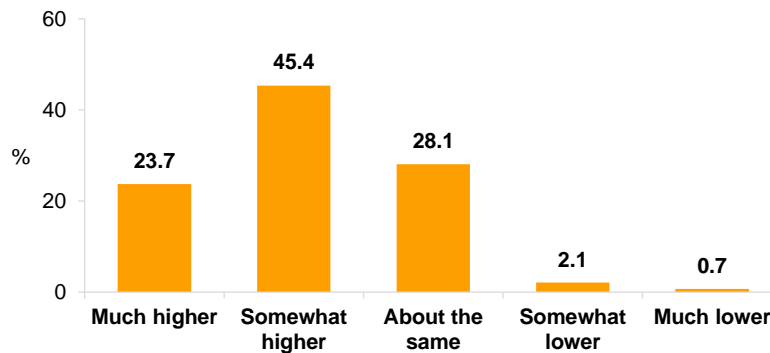


Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements about working with your Baby Boomer counterparts?

Generation Ys have a generally neutral perception of their Baby Boomer counterparts. The large majority agree or strongly agree that Boomers are dedicated and loyal (77.6%) or that Boomers are needed to foster and transfer cross-generational knowledge (71.6%). However, two in three (66.2%) say Boomers resist change, while close to three in five (56.7%) say Boomers don't keep up with technology.

(Baby Boomers only)

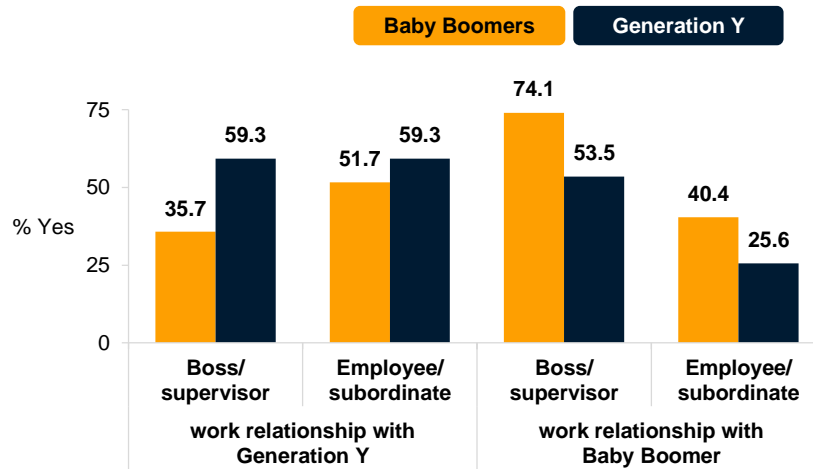
Qc3. Overall how would you compare the value your own generation brings to the workplace to that of Generation Y?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Overall how would you compare the value your own generation brings to the workplace to that of Generation Y?

Baby Boomers perceive themselves as more valuable to the workforce when compared to Generation Ys. Close to seven in 10 (69.1%) claim that the value they bring to the workplace is somewhat or much higher than that of Generation Ys.

Qc7. Which of the following work relationships do you or have you had? Choose all that apply



*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following work relationships do you or have you had?

More than one in three (35.7%) Baby Boomers have a Generation Y boss/supervisor, while more than half (51.7%) have Generation Y employees/subordinates.

More than half (53.5%) Generation Ys have a Baby Boomer boss/supervisor, while more than one in four (25.6%) have Baby Boomer employees/subordinates.

(Ask if Generation Y boss/supervisor)

Qc7a. In a few words, how would you describe the relationship you have/had with your Millennial boss/supervisor?

Please refer to the attached spreadsheet.

(Ask if Generation Y employee/subordinate)

Qc7b. In a few words, how would you describe the relationship you have/had with your Millennial employee/subordinate?

Please refer to the attached spreadsheet.

(Ask if Baby Boomer boss/supervisor)

Qc7c. In a few words, how would you describe the relationship you have/had with your Baby Boomer boss/supervisor?

Please refer to the attached spreadsheet.

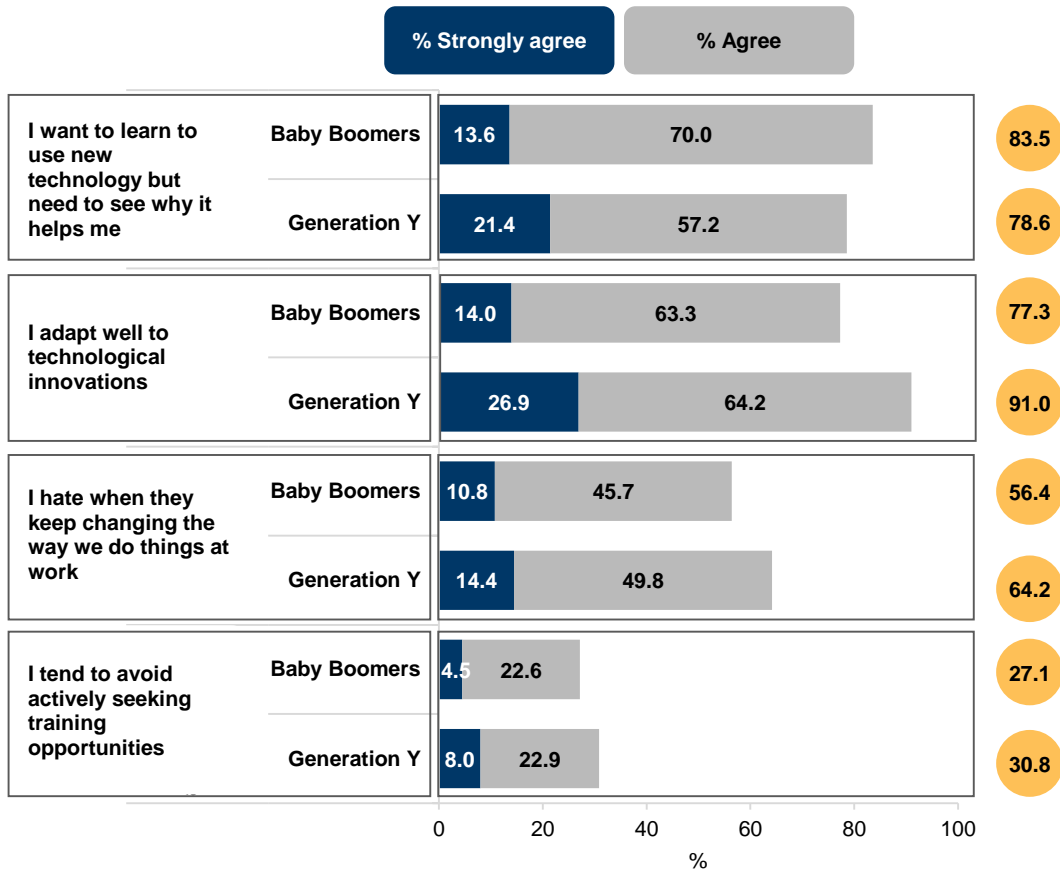
(Ask if Baby Boomer employee/subordinate)

Qc7d. In a few words, how would you describe the relationship you have/had with your Baby Boomer employee/subordinate?

Please refer to the attached spreadsheet.

Dealing with change

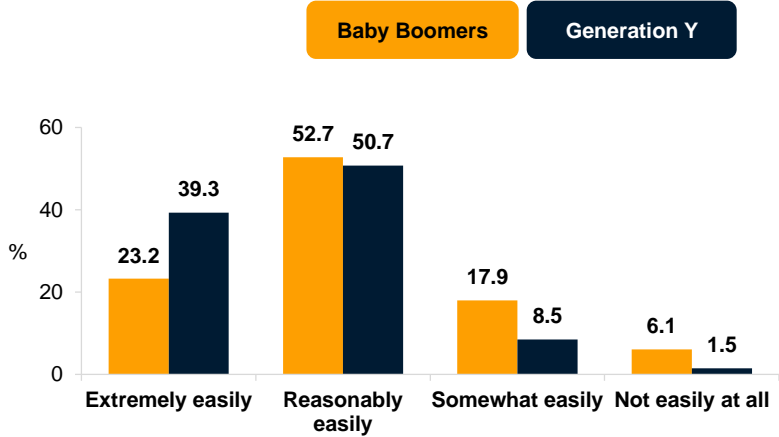
Qc8. To what extent do you agree or disagree with the following statements about dealing with changes in the workplace?
Strongly Agree / Agree / Disagree / Strongly Disagree



Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements about dealing with changes in the workplace?

The vast majority of Baby Boomers want to learn to use new technology but need to see how it helps them (83.5%). While the majority of Baby Boomers hate the way they do things at work are changed constantly (56.4%) they mostly adapt well to technological innovations (77.3%) and do not avoid actively seeking training opportunities (72.9%).

Qc9. When your company last introduced a new technological process, how easily did you adapt?

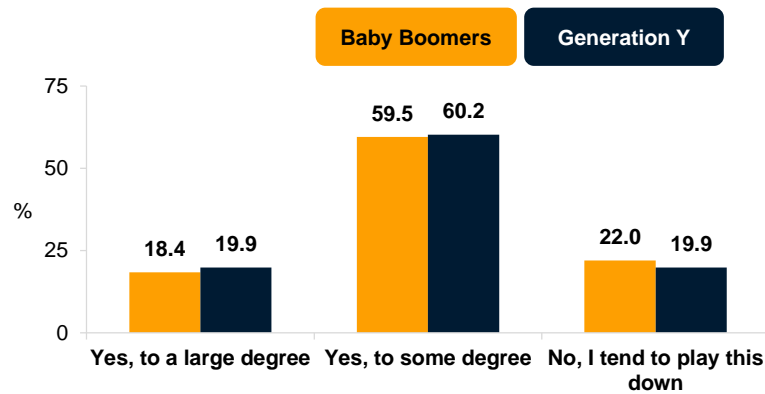


Source: CoreData - Senior Workplace Survey (March 2016)
Question: When your company last introduced a new technological process, how easily did you adapt?

Baby Boomers generally find it easy to adapt to a new technological process.

Selling yourself

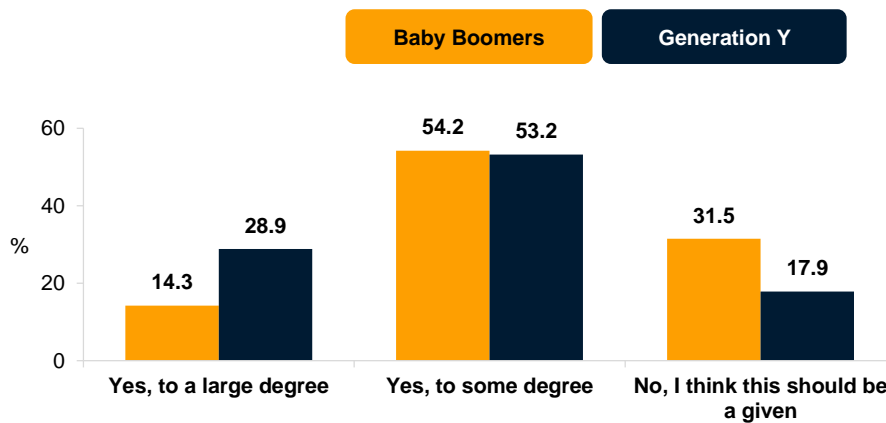
Qc12. Do you tend to sell your value to employers based on your length of experience?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Do you tend to sell your value to employers based on your length of experience?

Around four in five Baby Boomers tend to sell their value to employers based on their length of experience (77.9%).

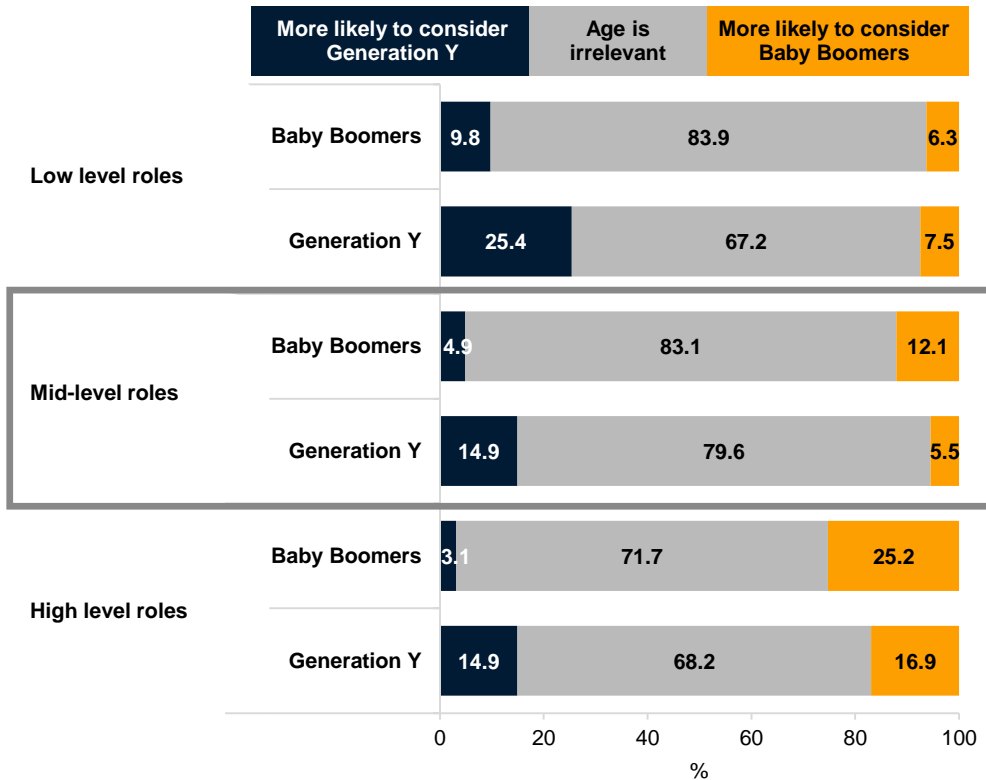
Qc13. Do you ever sell your value to employers based on your ability to be progressive and embrace innovation?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Do you ever sell your value to employers based on your ability to be progressive and embrace innovation?

Generation Ys are more likely than Baby Boomers to sell their value to employers based on their ability to be progressive and embrace innovation (82.1% vs. 68.5%). On the other hand, Baby Boomers are nearly twice as likely as Generation Ys to think this should be a given (31.5% vs. 17.9%).

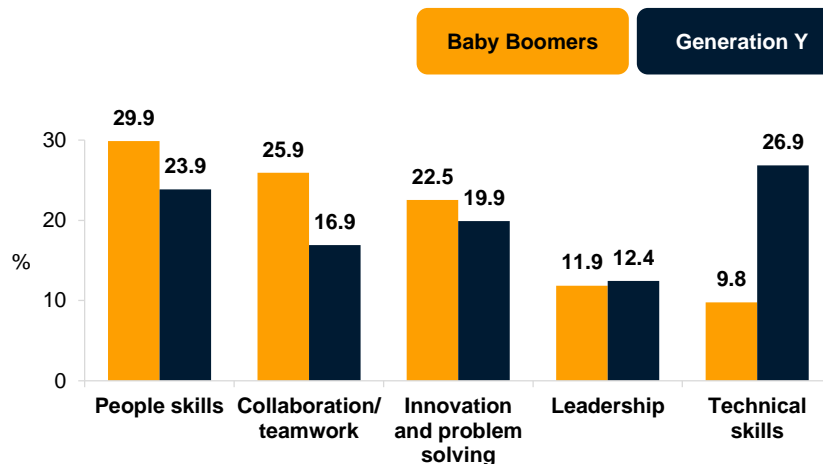
Qc14. If you were in a position of hiring employees in an organisation, how much would age affect your decisions?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: If you were in a position of hiring employees in an organisation, how much would age affect your decisions?

When asked to place themselves in a position of hiring employees in an organisation, both Baby Boomers and Generation Ys largely think age is irrelevant, regardless of the role. Among the minority who do not hold this view, Baby Boomers are more likely to favour fellow Baby Boomers over Generation Ys for a mid-level role (12.1% vs. 4.9%) or a high-level role (25.2% vs. 3.1%), while Generation Ys are more likely to consider fellow Generation Ys over Baby Boomers for a low-level role (25.4% vs. 7.5%) or a mid-level role (14.9% vs. 5.5%).

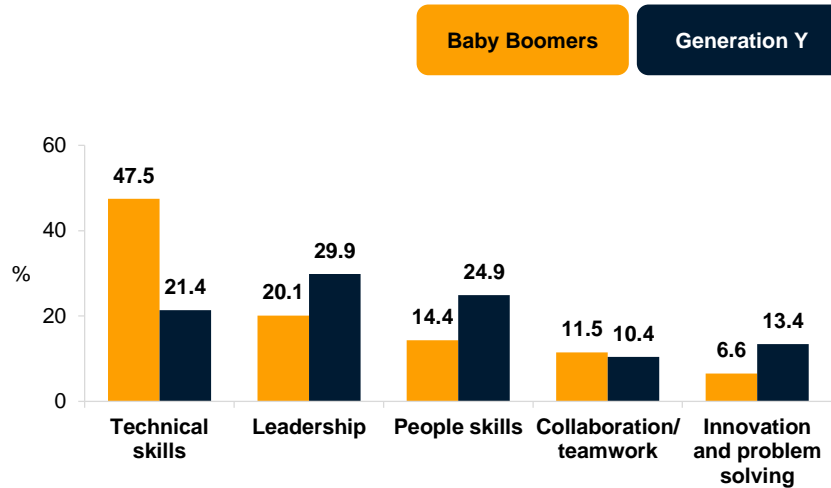
Qc15. Which of the following skills best describes your strongest talent in the workplace? Choose all that apply



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following skills best describes your strongest talent in the workplace?

When asked to describe their strongest talent in the workplace, Baby Boomers most commonly cite their people skills (29.9%), while Generation Ys most commonly cite their technical skills (26.9%) – nearly three times as likely as Baby Boomers (9.8%).

Qc16. Which of the following skills best describes your weakest talent in the workplace? Choose all that apply



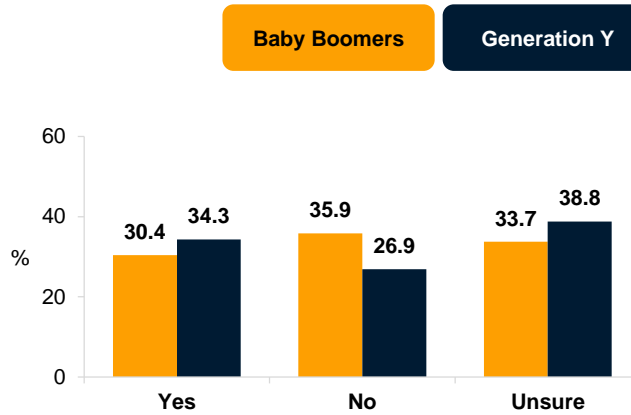
Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following skills best describes your weakest talent in the workplace?

When asked to describe their weakest talent in the workplace, Baby Boomers most commonly cite their technical skills (47.5%) – more than twice as likely as Generation Ys (21.4%), while Generation Ys most commonly cite their leadership skills (29.9%).

Retirement plans

(Ask unless fully retired or 65+yrs)

Qc17. Do you intend to work beyond the retirement age of 65?



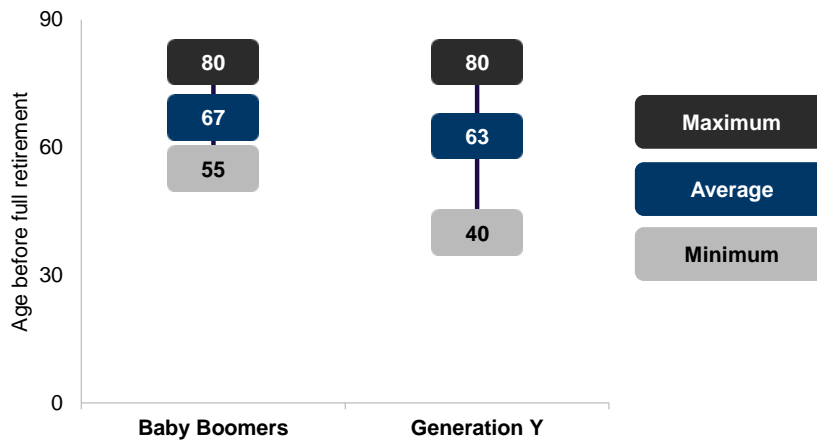
Source: CoreData - Senior Workplace Survey (March 2016)
Question: Do you intend to work beyond the retirement age of 65?

Baby Boomers who have not fully retired and Generation Ys are largely polarised on their intention to work beyond the retirement age of 65.

Three in 10 (30.4%) Baby Boomers intend to work beyond the age of 65. Baby Boomers are more likely to have no intention of working beyond the age of 65 (35.9% vs. 26.9%), while Generation Ys are more likely to be unsure (38.8% vs. 33.7%).

(Ask unless fully retired)

Qc18. To what age do you think will need to work before you fully retire?

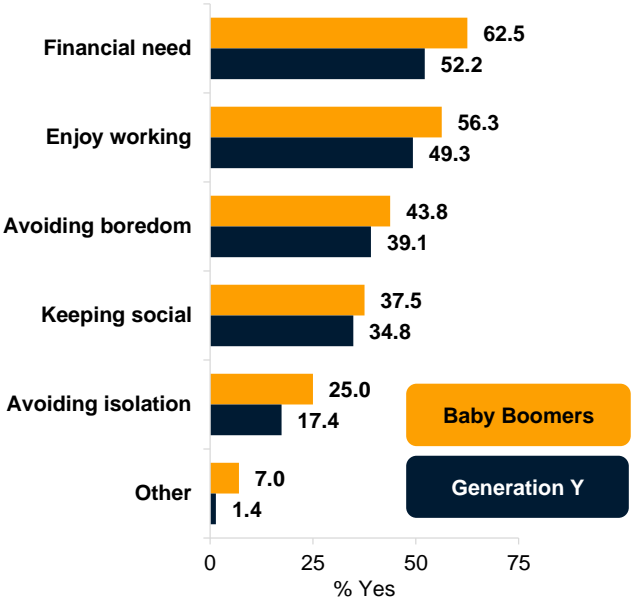


Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what age do you think will need to work before you fully retire?

Generation Ys tend to desire an earlier retirement than their older counterparts. On average, Baby Boomers who have not fully retired expect to work until they are 67 before fully retiring, while Generation Ys expect to work until they are 63.

(Ask if planning greater than 65yrs)

Qc19. What is your reasoning for delaying retirement? Choose all that apply

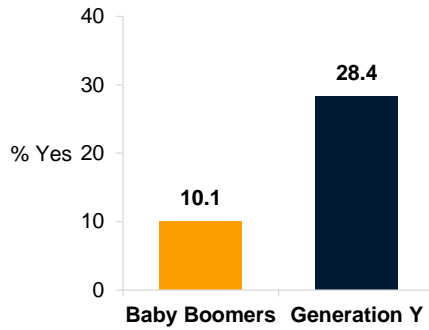


*Multiple answers allowed
 Source: CoreData - Senior Workplace Survey (March 2016)
 Question: What is your reasoning for delaying retirement?

While 62.5% of Baby Boomers are avoiding retirement for financial reasons, over half of Baby Boomers say it is because they enjoy working (56.3%) and to avoid becoming bored (43.8%).

Health burden

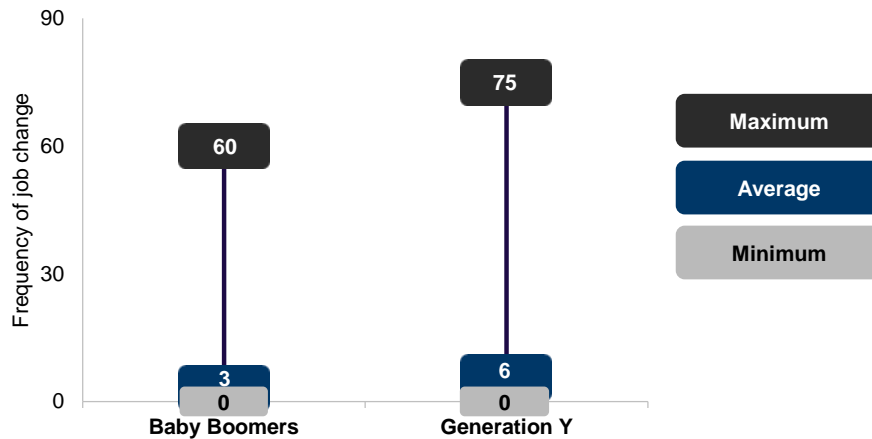
Qc21a. Do you normally use most of your sick days each year?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Do you normally use most of your sick days each year?

Generation Ys tend to take more sick days than Baby Boomers. Generation Ys are nearly three times as likely as Baby Boomers to use most of their sick days each year (28.4% vs. 10.1%).

Qc21b. How many days sick leave do you typically take per year? Please indicate in number of days.
Numeric input (three character limit)

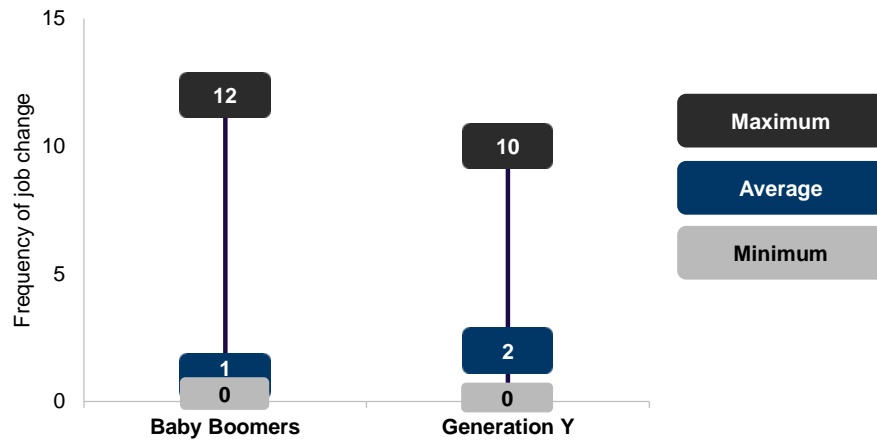


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How many days sick leave do you typically take per year?

On average, Baby Boomers typically take 3 sick days per year, while Generation Ys typically take double this figure (6 sick days per year).

Job mobility

Qc22. How many times have you changed jobs in the last five years? i.e. changed organisations rather than just been promoted or reassigned within the same organisation.

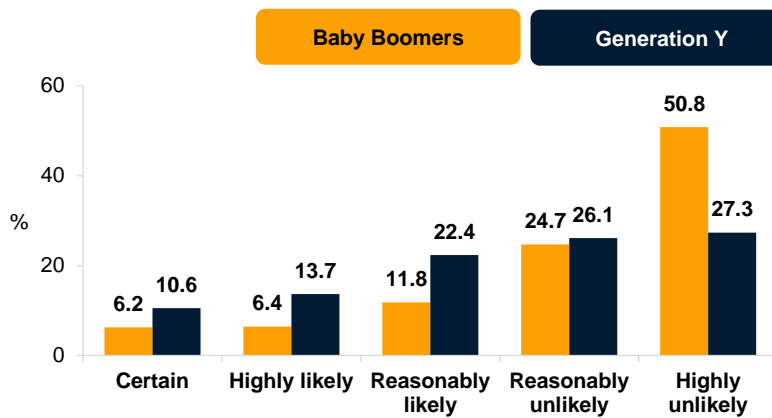


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How many times have you changed jobs in the last five years? i.e. changed organisations rather than just been promoted or reassigned within the same organisation.

Generation Ys tend to be more job mobile than Baby Boomers. On average, Baby Boomers have changed jobs only once in the last five years, while Generation Ys have changed jobs twice in this period.

(Ask unless unemployed or fully retired)

Qc23a. How likely are you to leave your current job in the next 12 months?

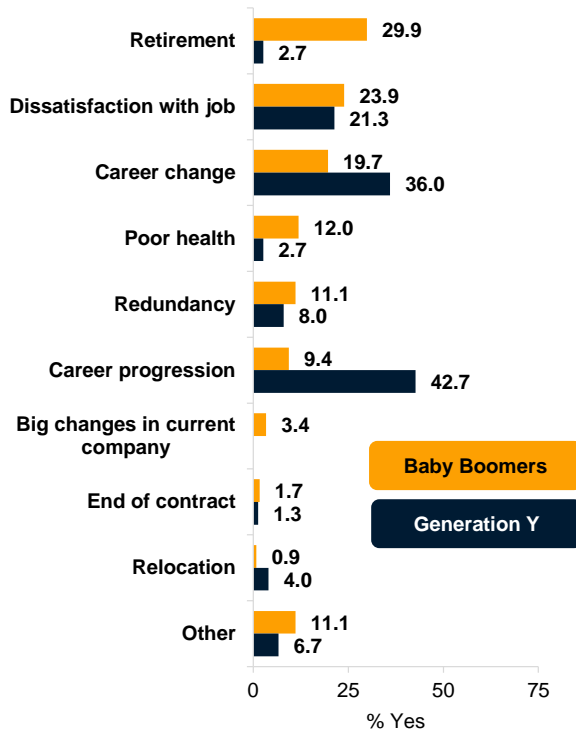


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How likely are you to leave your current job in the next 12 months?

Generation Ys are nearly twice as likely as Baby Boomers to say they are likely or certain to leave their current job in the next 12 months (46.7% vs. 24.4%). More than half (50.8%) of Baby Boomers claim they are unlikely to leave their current job in the next 12 months, compared to only 27.3% of Generation Ys.

(Ask unless unlikely)

Qc23b. Why are you likely to leave your current job in the next 12 months? Choose all that apply



*Multiple answers allowed

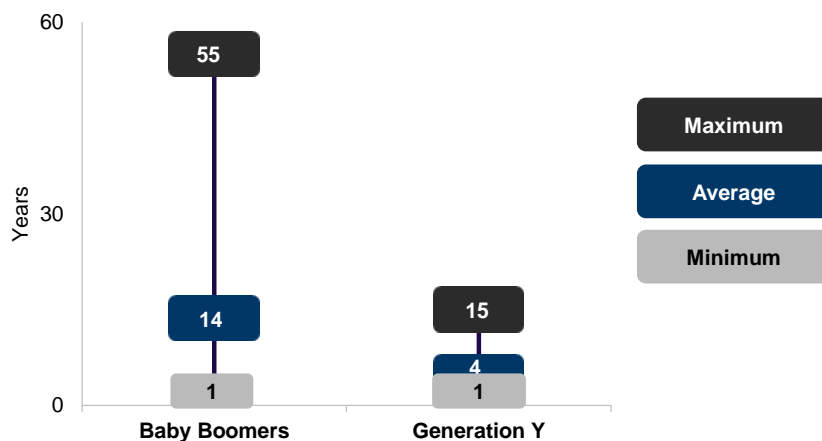
Source: CoreData - Senior Workplace Survey (March 2016)

Question: Why are you likely to leave your current job in the next 12 months?

'Retirement' is the most common reason for Baby Boomers intending to leave their current job in the next 12 months (29.9%). For Generation Ys, the most common reasons are 'career progression' (42.7%) and 'career change' (36.0%). Only 9.4% of Baby Boomers intend to leave due to 'career progression', while only 19.7% cite a 'career change'.

Qc24. Thinking over your career, on average how many years do you usually stay in a job?

Numeric input (three character limit)



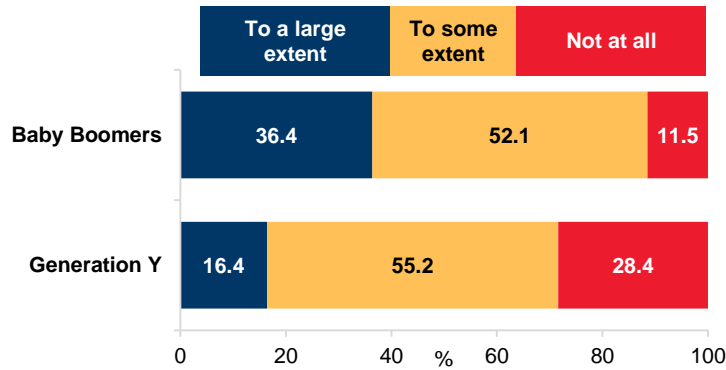
Source: CoreData - Senior Workplace Survey (March 2016)

Question: Thinking over your career, on average how many years do you usually stay in a job?

Over their career, Baby Boomers usually stay in a job for an average of 13.6 years, nearly three times as long as Generation Y's (4.4 years).

Workplace gap

Qc25. To what extent do you think the Australian workplace will face negative impacts from the gap left by retiring Baby Boomers in coming years?

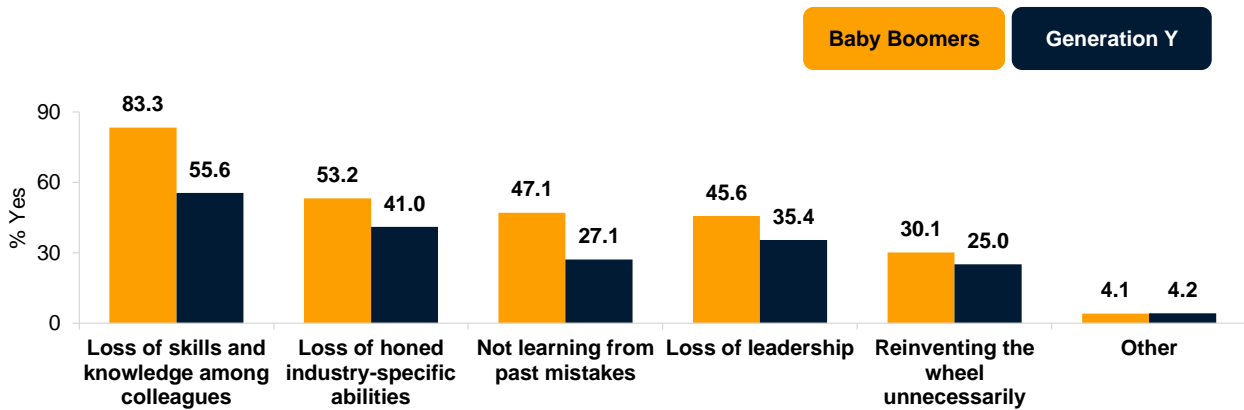


Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you think the Australian workplace will face negative impacts from the gap left by retiring Baby Boomers in coming years?

Retiring Baby Boomers is widely expected to result in negative impacts on the Australian workplace at least to some extent, with Baby Boomers being more likely to hold this view (88.5% vs. 71.6%).

(Ask unless not at all)

Qc26. What are these likely negative impacts? Choose all that apply



*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: What are these likely negative impacts?

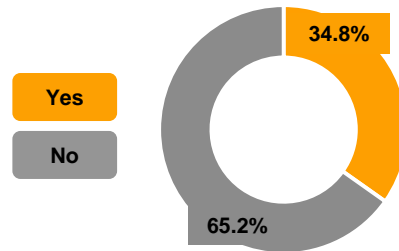
'Loss of skills and knowledge among colleagues' is the most commonly cited negative impact of retiring Baby Boomers (83.3% of Baby Boomers and 55.6% of Generation Ys).

RE-ENTERING THE WORKFORCE / CAREER CHANGE / FORCED RETIREMENT

Workforce barriers

(Baby boomer only)

Qd1. Have you ever attempted to re-enter the workforce after leaving for some time or attempted to make a career change since the age of 50?

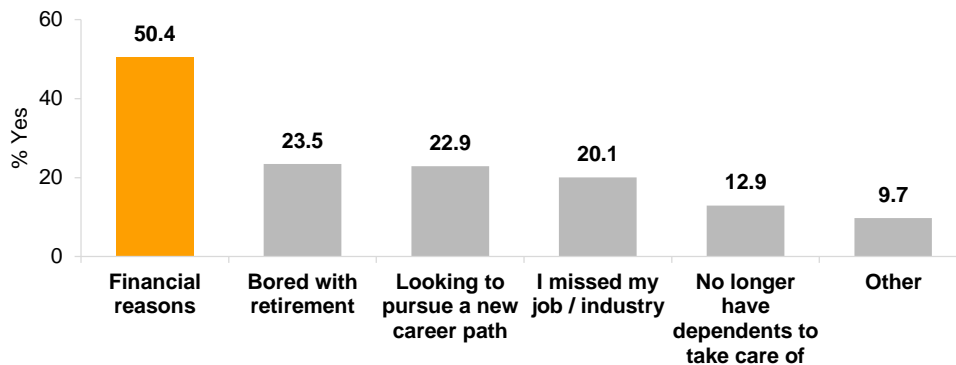


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever attempted to re-enter the workforce after leaving for some time or attempted to make a career change since the age of 50?

More than one in three (34.8%) Baby Boomers say that on at least one occasion, they have attempted to re-enter the workforce after leaving for some time or make a career change since the age of 50.

(Ask if yes)

Qd2. Which of the following reasons best reflect your motivations to do this? Choose all that apply



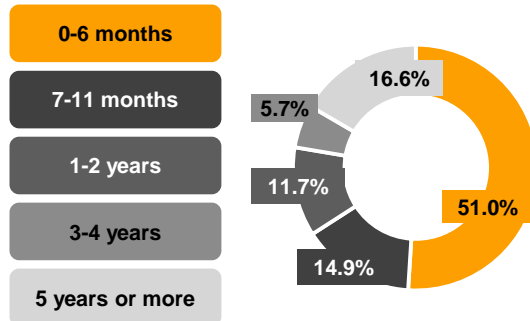
*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following reasons best reflect your motivations to do this?

'Financial reasons' is by far the most common reason for Baby Boomers attempting to re-enter the workforce or make a career change since the age of 50 (50.4%), followed by 'Bored with retirement' (23.5%) and 'Looking to pursue a new career path' (22.9%).

(Ask if yes)

Qd3. How long did it take you to find a job?

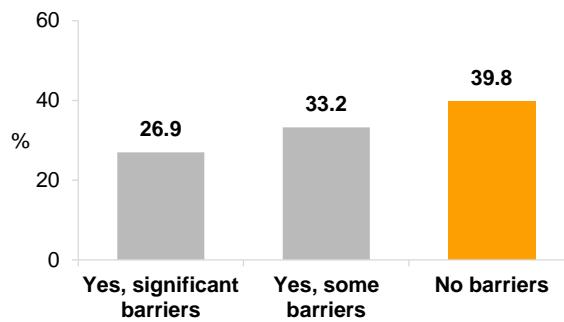


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How long did it take you to find a job?

While more than half (51.0%) of Baby Boomers who have ever attempted to re-enter the workforce or make a career change since the age of 50 took six months or less to find a job, close to half (48.9%) took longer than six months. This includes the one in six (16.6%) who say it took them five years or more to find a job.

(Ask if yes)

Qd4. Did you face many barriers in trying to achieve this?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Did you face many barriers in trying to achieve this?

Three in five (60.1%) Baby Boomers who have ever attempted to re-enter the workforce or make a career change since the age of 50 claim to have faced some or significant barriers in their attempt.

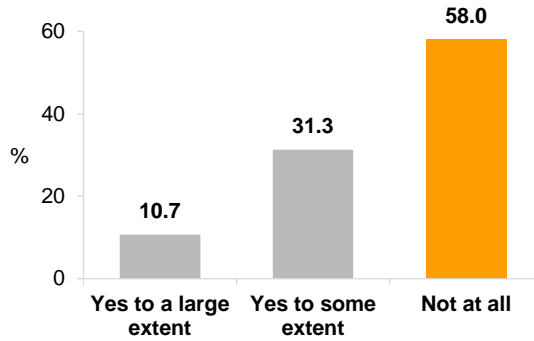
(Ask unless no barriers)

Qd5. What barriers did you face? Please briefly describe

Please refer to the attached spreadsheet.

(Baby boomers only)

Qd6. Have you ever felt stuck in an employment rut because it seems that career change, other opportunities or promotions are unlikely due to your age?

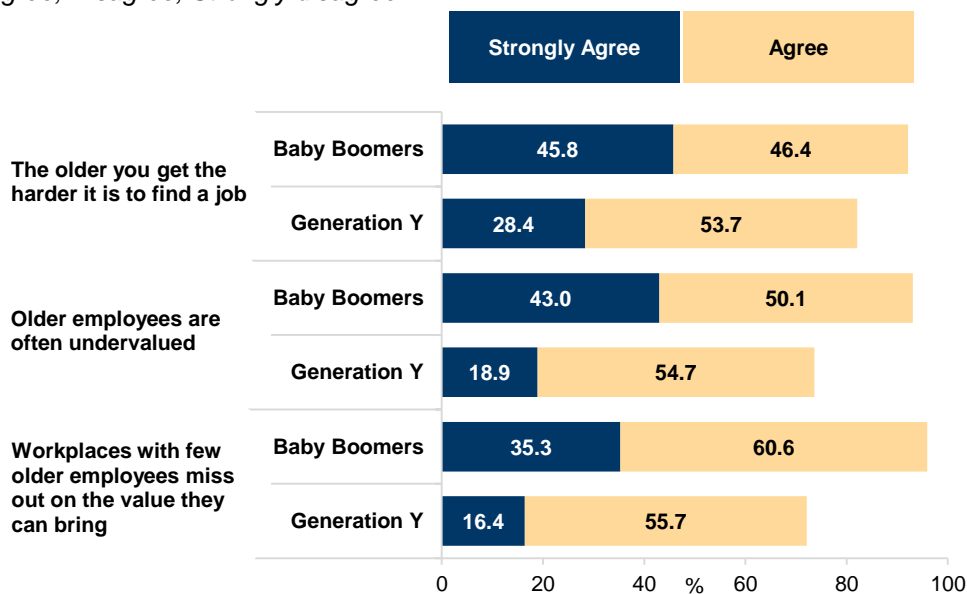


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Have you ever felt stuck in an employment rut because it seems that career change, other opportunities or promotions are unlikely due to your age?

More than two in five (42.0%) Baby Boomers claim that on at least one occasion, they have felt stuck in an employment rut at least to some extent because career change, other opportunities or promotions are unlikely due to their age.

Qd7. To what extent do you agree or disagree with the following statements?

Strongly agree, Agree, Disagree, Strongly disagree



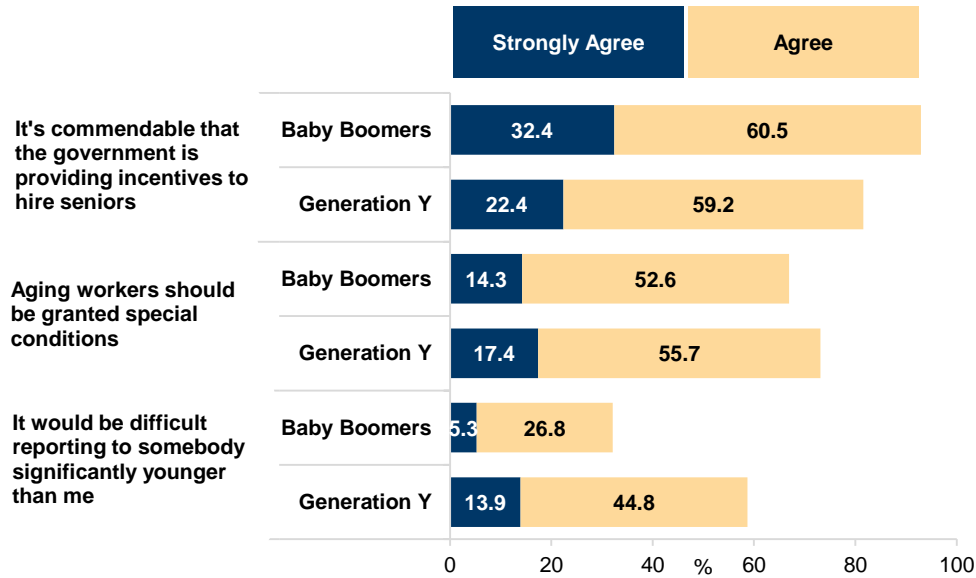
Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements?

It is widely accepted among Baby Boomers and Generation Ys alike that it is more difficult for older employees to remain in the workforce and that workplaces are missing out on the value they can bring.

Baby Boomers are more likely than Generation Ys to agree or strongly agree that ‘the older you get the harder it is to find a job’ (92.2% vs. 82.1%), that ‘older employees are often undervalued’ (93.1% vs. 73.6%) or that ‘workplaces with few older employees miss out on the value they can bring’ (95.9% vs. 72.1%).

Qd7 (PART 2). To what extent do you agree or disagree with the following statements?

Strongly agree, Agree, Disagree, Strongly disagree

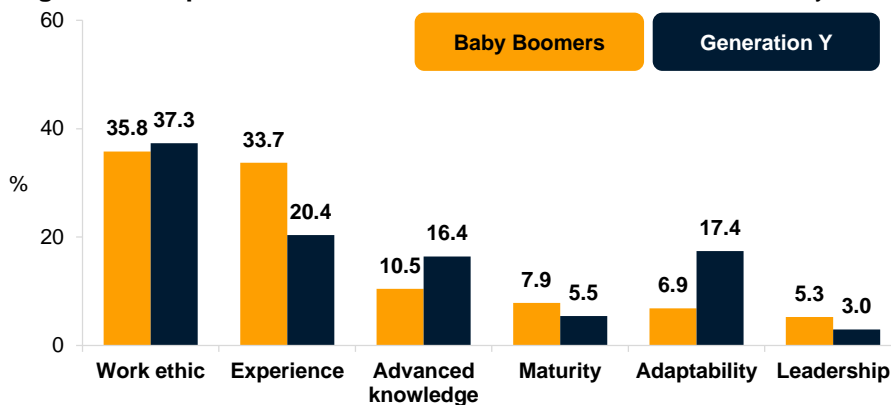


Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements?

Baby Boomers and Generation Ys are largely supportive of the Government providing employers with incentives to hire seniors (92.9% and 81.6% agreeing or strongly agreeing, respectively). They are also supportive of special conditions being granted to aging workers (66.9% and 73.1% respectively).

Almost one third (32.1%) of Baby Boomers would find it difficult to report to somebody significantly younger than them, compared to close to three in five (58.7%) Generation Ys.

Qd8. What is your single most important contribution to the workforce? Choose only one



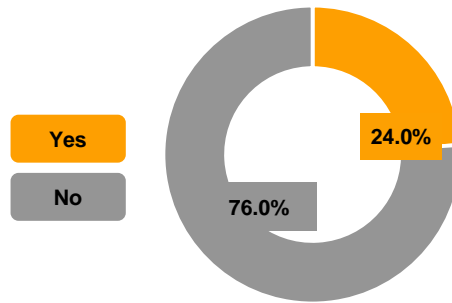
Source: CoreData - Senior Workplace Survey (March 2016)
Question: What is your single most important contribution to the workforce?

Baby Boomers and Generation Ys most commonly cite ‘work ethic’ as their single most important contribution to the workforce (35.8% and 37.3% respectively). Baby Boomers are more likely to cite their experience (33.7% vs. 20.4%), while Generation Ys are more likely to cite their adaptability (17.4% vs. 6.9%) or advanced knowledge (16.4% vs. 10.5%).

Forced retirement

(Baby boomer only)

Qd9. Are you considering early retirement?

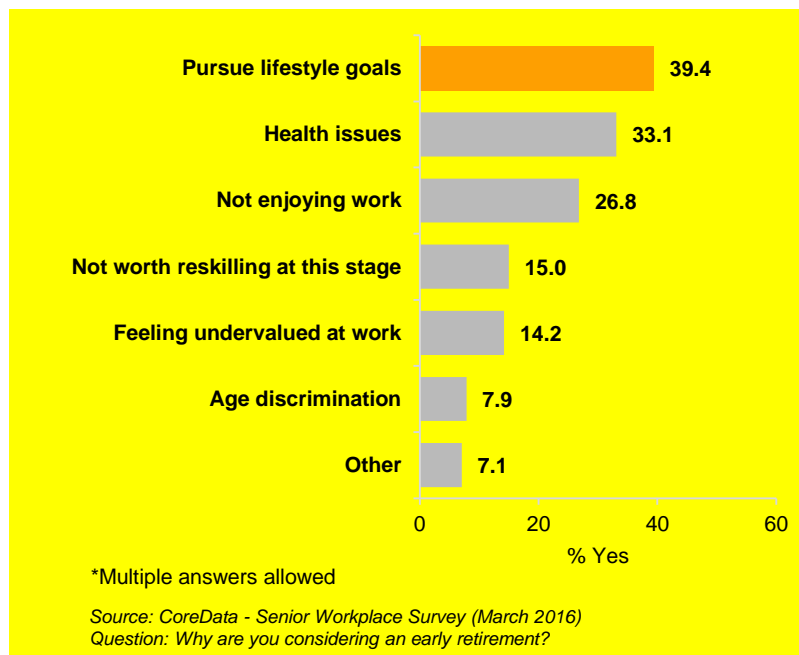


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Are you considering early retirement?

Less than one in four (24.0%) Baby Boomers are considering early retirement.

(Ask if yes)

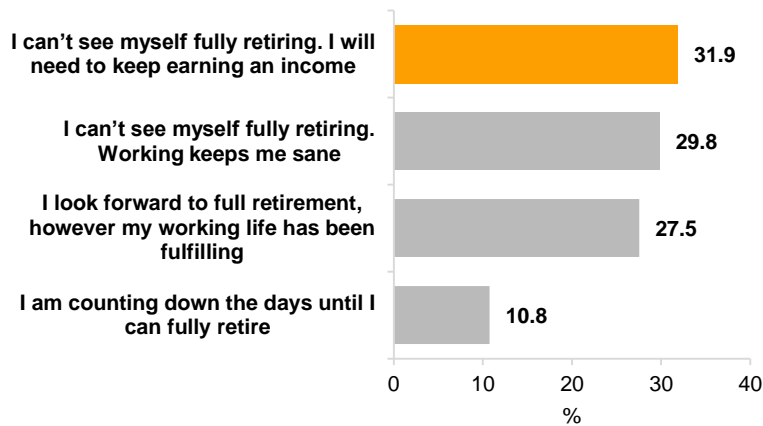
Qd10. Why are you considering an early retirement? Choose all that apply



Among the minority of Baby Boomers who are considering early retirement, 'pursue lifestyle goals' is the most commonly cited reason (39.4%), followed by 'health issues (33.1%)' and 'not enjoying work' (26.8%).

(Baby boomer only and exclude fully retired)

Qd11. Which of the following statements best represents your attitude to retirement?

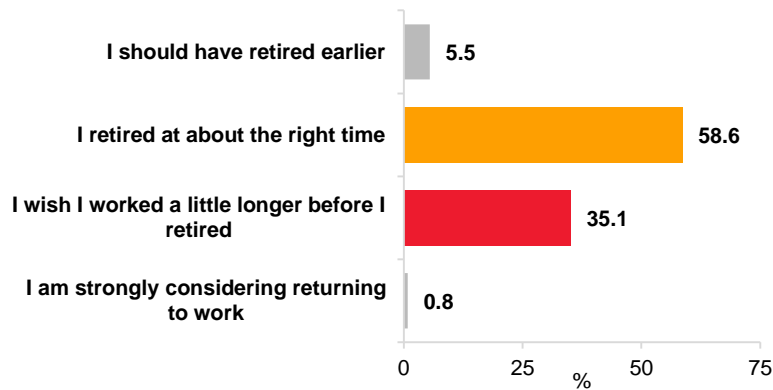


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following statements best represents your attitude to retirement?

The majority of Baby Boomers who haven't fully retired can't see themselves fully retiring, either because they need to keep earning an income (31.9%) or stay sane (29.8%).

(Ask only to those who are 'Fully retired')

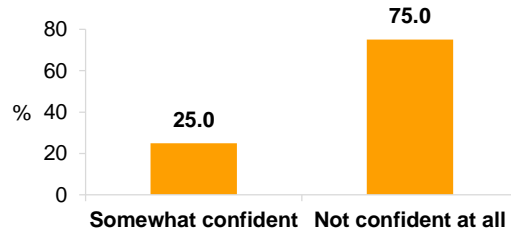
Qd12. Which of the following statements best represents your thoughts on the time at which you fully retired?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which of the following statements best represents your thoughts on the time at which you fully retired?

Although the majority (58.6%) of those who are fully retired believe they retired at about the right time, more than one in three (35.1%) wish they had worked for a little longer.

(Ask only to those who answered 'I am strongly considering returning to work')
Qd13. How confident are you about your job prospects? (Small n, n=4 only)



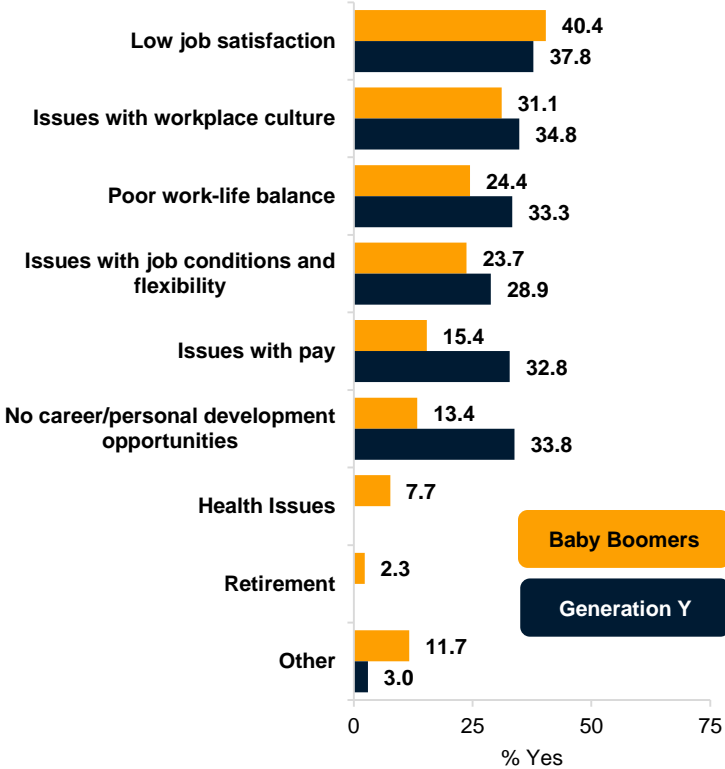
Source: CoreData - Senior Workplace Survey (March 2016)
Question: How confident are you about your job prospects?

Only one in four (25.0%) retirees who are strongly considering returning to work are confident about their job prospects. **(Small n, n=4 only)**

EMPLOYEE VALUES

Work Priorities

Qe1. What would be your most likely reason for leaving a job? Choose all that apply

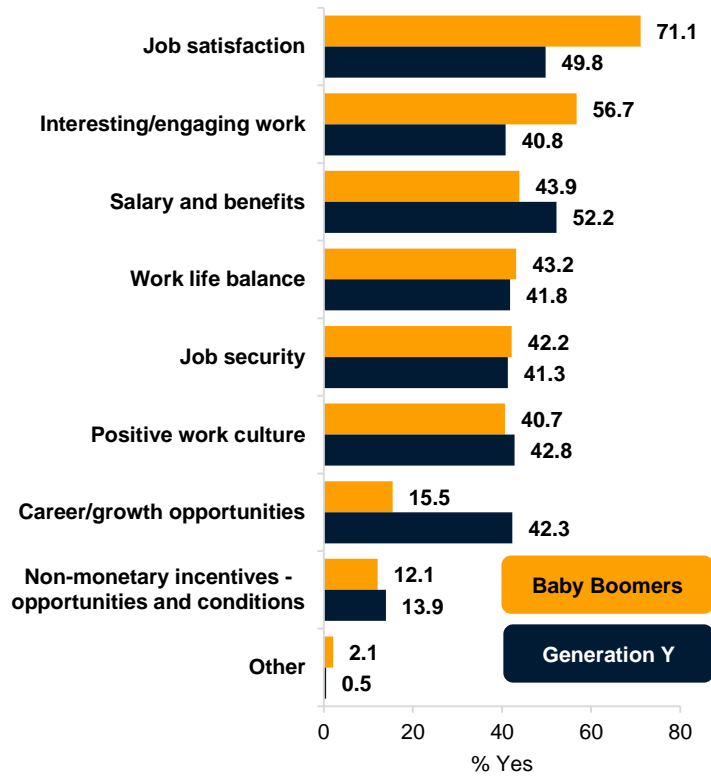


*Multiple answers allowed

Source: CoreData - Senior Workplace Survey (March 2016)
Question: What would be your most likely reason for leaving a job?

'Low job satisfaction' is the most likely reason for Baby Boomers and Generation Ys leaving a job (40.4% and 37.8% respectively). However, Generation Ys are more likely than Baby Boomers to cite a range of other reasons for leaving a job, including 'no career/personal development opportunities' (33.8% vs. 13.4%) or 'issues with pay' (32.8% vs. 15.4%).

Qe2. What are your key motivational drivers as an employee? Choose all that apply



*Multiple answers allowed

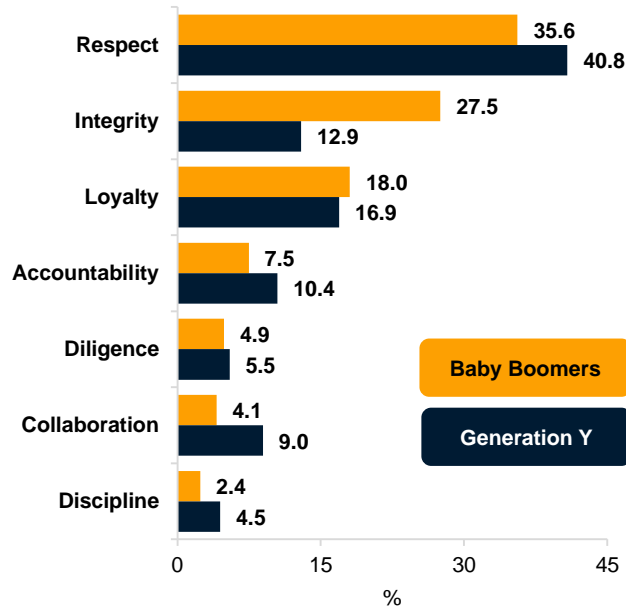
Source: CoreData - Senior Workplace Survey (March 2016)

Question: What are your key motivational drivers as an employee?

Baby Boomer and Generation Y employees are motivated by different things. 'Job satisfaction' is the most common motivation driver for Baby Boomers (71.1%, compared to 49.8% of Generation Ys). On the other hand, 'salary and benefits' is the most common motivation driver for Generation Ys (52.2%, compared to 43.9% of Baby Boomers).

Baby Boomers are more likely to be motivated by 'interesting/engaging work' (56.7% vs. 40.8%), while Generation Ys are more likely to be motivated by 'career/growth opportunities' (42.3% vs. 15.5%).

Qe3. Which one of the following workplace values is most important to you? Choose only one

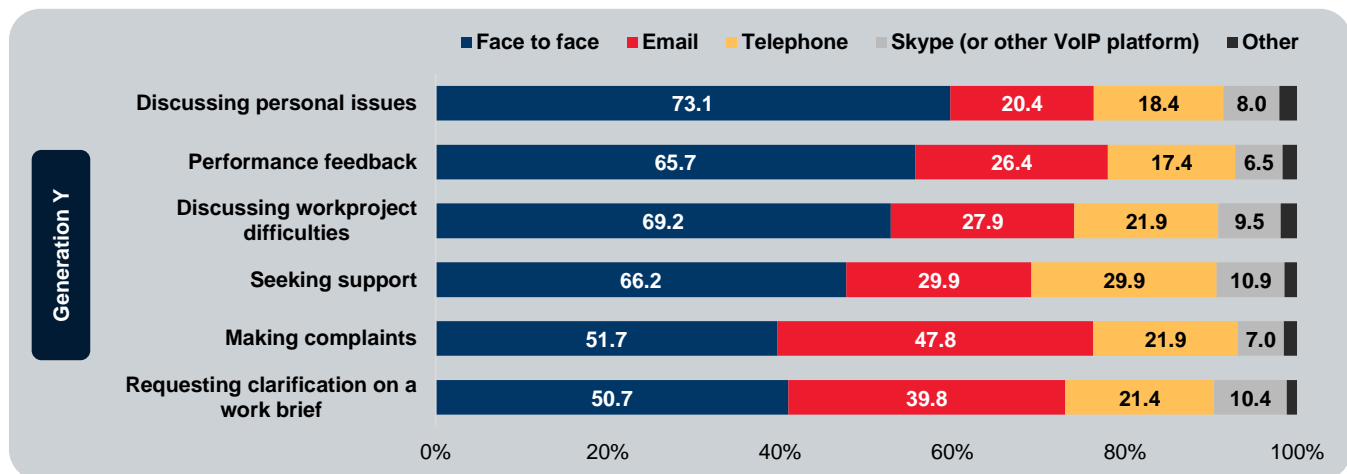
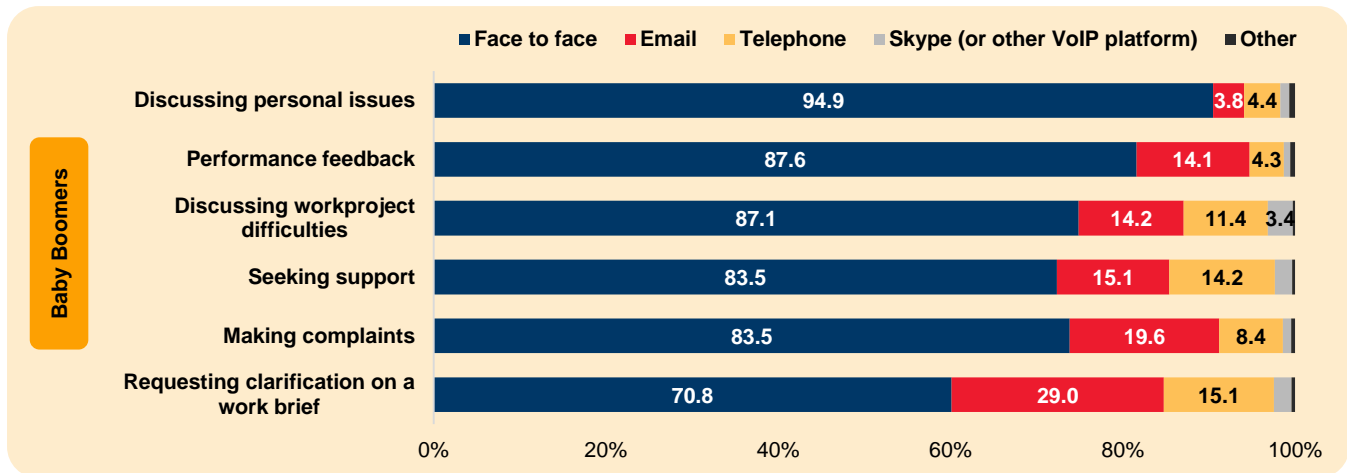


Source: CoreData - Senior Workplace Survey (March 2016)
Question: Which one of the following workplace values is most important to you?

'Respect' is the most important workplace value for Baby Boomers (35.6%) and Generation Ys (40.8%). 'Integrity' is another important workplace value, particularly for Baby Boomers (27.5%, compared to 12.9% of Generation Ys).

Communication preferences

Qe5. What are your communication preferences in the following work situations?



Source: CoreData - Senior Workplace Survey (March 2016)
Question: What are your communication preferences in the following work situations?

Face-to-face is widely preferred by Baby Boomers for communicating in the workplace, particularly for 'discussing personal issues' (94.9%). Although to a lesser extent, face-to-face is also widely preferred by Generation Ys, particularly for 'discussing personal issues' (73.1%). Email is preferred by a considerable proportion of Generation Ys for 'making complaints' (47.8%) or 'requesting clarification on a work brief' (39.8%).

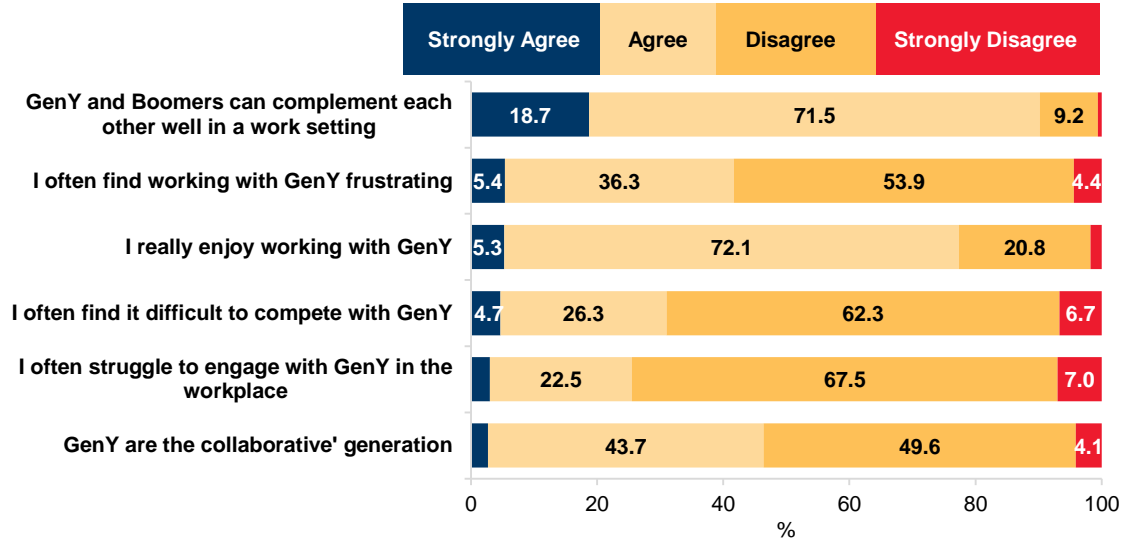
Baby boomers are far more likely to prefer 'face to face' communication, compared to Gen Y's, in relation to performance feedback (87.6% vs 65.7%). Gen Y's however are more likely to prefer 'email' (26.4% vs. 14.1%) to communicate performance feedback.

Similarly, baby boomers prefer 'face to face' communication when seeking support (83.5%) and making complaints (83.5%).

Workplace engagement

(Baby Boomers only)

Qe6. How much do you agree with the following statements on workplace engagement between Generation Y and Baby Boomers?

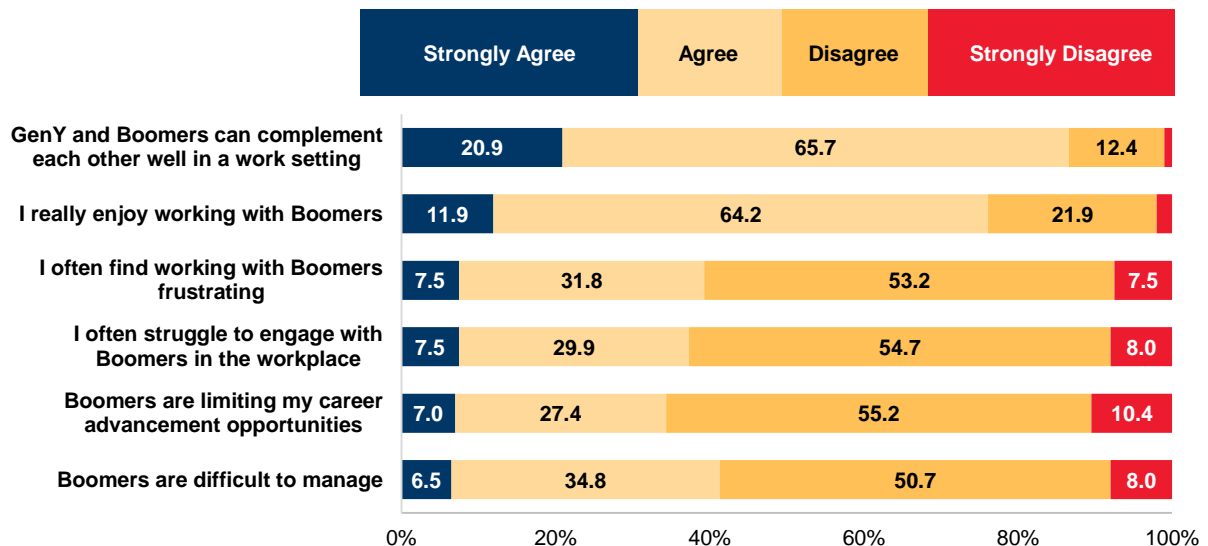


Source: CoreData - Senior Workplace Survey (March 2016)
Question: How much do you agree with the following statements on workplace engagement between Generation Y and Baby Boomers?

Baby Boomers generally have no issues working with Generation Ys, with nine in 10 (90.2%) agreeing or strongly agreeing that they 'can complement each other well in a work setting'. Furthermore, more than three in four (77.4%) claim to 'really enjoy' working with Generation Ys.

(Generation Y only)

Qe7. To what extent do you agree or disagree with the following statements on workplace engagement between Generation Y and baby boomers? Strongly Agree Agree Disagree Strongly Disagree



Source: CoreData - Senior Workplace Survey (March 2016)
Question: To what extent do you agree or disagree with the following statements on workplace engagement between Generation Y and Baby Boomers?

Similarly, Generation Ys generally have no issues working with Baby Boomers, with the vast majority (86.6%) agreeing or strongly agreeing that they 'can complement each other well in a work setting'. Furthermore, more than three in four (76.1%) claim to 'really enjoy' working with Baby Boomers.

DEMOGRAPHICS

Years active in workforce	
	Valid Percent
0-5 years	6.6%
6-10 years	6.7%
11-20 years	11.4%
21-30 years	11.0%
More than 30 years	64.4%
Total	100.0%

Gender	
	Valid Percent
Female	48.8%
Male	51.2%
Total	100.0%

Age (Bands)	
	Valid Percent
29 years old & below	10.0%
30 - 39 years old	6.6%
40 - 49 years old	0.0%
50 - 59 years old	29.1%
60 years old and above	54.2%
Total	100.0%

Age (Generation)	
	Valid Percent
Generation Y (20 - 34 years old)	16.7%
Baby Boomers (50 - 71 years old)	83.3%
Total	100.0%

Marital Status	
	Valid Percent
Single	15.6%
Living with partner/married	65.1%
Separated/divorced/widowed	18.9%
Other	0.4%
Total	100.0%

State	
	Valid Percent
ACT	2.4%
NSW	22.1%
NT	0.7%
Qld	19.9%
SA	12.0%
Tas	3.7%
Vic	20.6%
WA	18.5%
Total	100.0%

Area	
	Valid Percent
The capital city of my state/territory	61.2%
A regional centre	25.6%
A rural area	13.2%
Total	100.0%

Education	
	Valid Percent
Primary	0.9%
Part of high school	12.2%
Completed high school	22.3%
Diploma or certificate qualification	35.3%
Degree qualification	17.9%
Postgraduate qualification	11.3%
Total	100.0%

Living Arrangements	
	Valid Percent
Living alone (never had children)	10.5%
Living with flatmate(s) (never had children)	2.8%
Living with parents/siblings (never had children)	4.0%
Living with partner only (never had children)	11.4%
Living with your children (under 18 years) at home	9.5%
Living with your children (over 18 years) at home	8.7%
Living with your children (both over and under 18 years) at home	2.1%
Children have all left home	44.9%
Other	6.1%
Total	100.0%

Household Income	
	Valid Percent
\$50,000 or less	44.3%
\$50,001 to \$75,000	19.3%
\$75,001 to \$100,000	14.3%
\$100,001 to \$125,000	8.8%
\$125,001 to \$150,000	6.0%
\$150,001 to \$200,000	4.2%
\$200,001 to \$250,000	1.8%
\$250,001 to \$350,000	0.8%
\$350,001 or more	0.7%
Total	100.0%

Personal Income	
	Valid Percent
\$20,000 or less	29.5%
\$20,001 to \$30,000	21.1%
\$30,001 to \$40,000	11.1%
\$40,001 to \$50,000	9.0%
\$50,001 to \$60,000	6.8%
\$60,001 to \$70,000	5.6%
\$70,001 to \$80,000	4.4%
\$80,001 to \$90,000	2.3%
\$90,001 to \$100,000	2.5%
\$100,001 to \$125,000	2.9%
\$125,001 to \$150,000	2.1%
\$150,001 to \$200,000	1.3%
More than \$200,000	1.5%
Total	100.0%

Investment Portfolio	
	Valid Percent
I have no investments	30.0%
\$50,000 or less	15.1%
\$50,001 to \$150,000	12.2%
\$150,001 to \$250,000	7.6%
\$250,001 to \$350,000	6.1%
\$350,001 to \$450,000	5.1%
\$450,001 to \$550,000	4.9%
\$550,001 to \$650,000	3.1%
\$650,001 to \$750,000	2.5%
\$750,001 to \$1 million	5.8%
More than \$1 million to \$3 million	6.3%
More than \$3 million to \$5 million	0.7%
More than \$5 million	0.5%
Total	100.0%