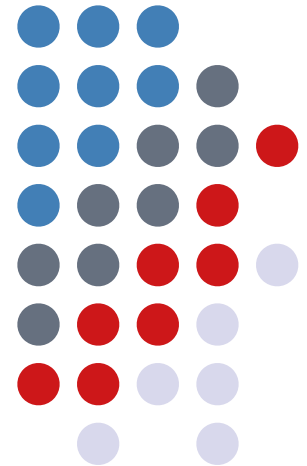
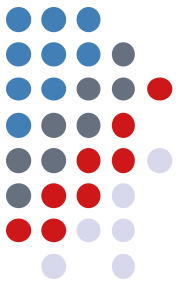


Respectful Exits

The Voice of Aging Workers

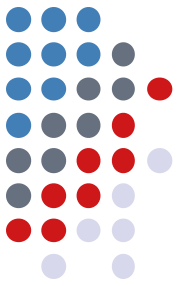
Top 7 Stubborn Myths Vs.
Realities About Aging Workers





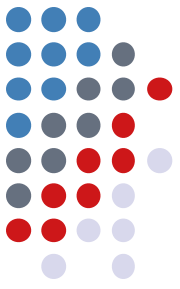
Top 7 Aging Worker Myths – I

1. Older workers are clogging up the pipeline for millennials.
2. You can't teach an old dog new tech tricks.
3. The longer people work, the more expensive they become.
4. Flexible and phased retirement are too risky and difficult to do.



Top 7 Aging Worker Myths – II

5. 401-Ks, pensions and Social Security enable adequate retirements.
6. Employees and government are responsible for solving these problems.
7. AARP and other senior groups are already taking care of this.



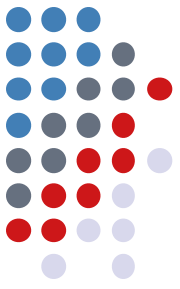
Aging Worker Myths Vs. Realities

Myth #1

Older workers are clogging up the pipeline for millennials.

Reality

This “limited pie” argument rests on the long-discredited “lump of labor” theory that employment and its effect on the larger economy is a zero-sum game. Extending older worker employment adds to a growing economy that supports more jobs.



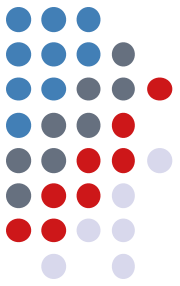
Aging Worker Myths Vs. Realities

Myth #2

You can't teach an old dog new tech tricks.

Reality

Seasoned workers who have integrated a range of new technologies for decades often adapt innovation into complex organizations better than less patient but native users of “perfect” technologies. And with quality, ongoing training, aging workers are learning workers.



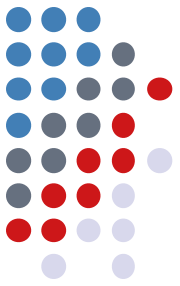
Aging Worker Myths Vs. Realities

Myth #3

The longer people work, the more expensive they become.

Reality

True costs account for the value of accumulated skills and organizational know-how. Studies show that older workers also have half the turnover rate (and expensive replacement costs), show better attendance levels and use fewer sick days than younger workers.



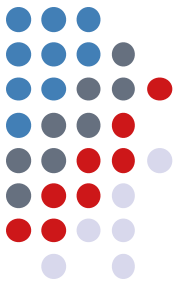
Aging Worker Myths Vs. Realities

Myth #4

Flexible and phased retirement are too risky and difficult to do.

Reality

Commonly cited employer concerns about insuperable pension challenges, age discrimination risks and IRS obstacles have not proven difficult or impossible to manage in many companies with successful initiatives. Thoughtful design avoids major problems.



Aging Worker Myths Vs. Realities

Myth #5

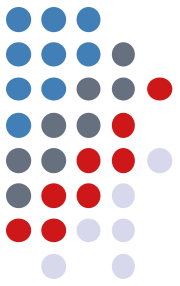
401-Ks, pensions and Social Security enable adequate retirements.

Reality

Typical retirees can't afford retirement:

- Average monthly Social Security: **\$1,404.**
- Median pensions (if existing): **\$772– 1,464/mo.**
- 401K of \$67,000 (aged 55-64): income: **\$224/mo.**

Mortgage/rent, food, meds, healthcare add up.
You do the math!



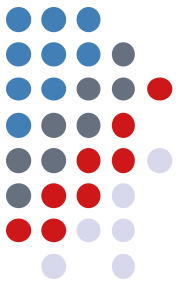
Aging Worker Myths Vs. Realities

Myth #6

Employees and government are responsible for solving these problems.

Reality

Employers set the stage for workplace compensation, pensions and tenure. If they take no responsibility for the financial future of those who build their businesses, who should? Strong profits, reduced tax burdens and the elimination of pensions argues for companies to do more. When employees and governments face budget constraints, there is only so much they can do.



Aging Worker Myths Vs. Realities

Myth #7

AARP and other senior groups are already taking care of this.

Reality

This may be the greatest myth of all. AARP is the association of **Retired Persons**. It and others provide valuable advocacy and services for those who have been discarded prematurely. These groups do not educate, advocate or mobilize to persuade employers to redesign their approach to aging at-risk employees. Respectful Exits does this—and only this.