

For Immediate Release

OLDER WORKERS UNDERAPPRECIATED IN WORKPLACE

New Randstad survey surfaces generational gap among workers

ATLANTA, April 26, 2006 – Is the workplace a fountain of youth for older workers or is it a necessary means to supplement meager retirement funds? According to a survey released today by Randstad USA, a leading workforce solutions company, 91 percent of employed U.S. adults said they have not saved enough money for a comfortable retirement, and 40 percent expect to continue working after retiring from full-time work.

With Americans continuing to work past historical retirement age, the survey shows some possible compatibility issues with younger workers that employers need to be prepared to appropriately address. Three-quarters of experienced workers (ages 55 years and older) said they relate well to younger co-workers. However, only 56 percent of all employees surveyed said they relate well to older workers. In fact, a total of 77 percent said younger employees do not seek advice and guidance from employees over age 50. Furthermore, only 20 percent of workers believe their older co-workers energize them and bring new ideas to the table.

“Despite this disparity, the multi-generational workplace is mutually advantageous for employees and employers alike,” said Genia Spencer, managing director of operations and human resources for Randstad USA. “Many of the advantages may not be readily apparent to the nation’s employers who can benefit from the synergy of ideas and insight that younger and older workers jointly bring to the table.”

While 90 percent of employed U.S. adults surveyed stated people over age 50 are “with-the-times,” 70 percent actually think their company does not value older workers. Many older workers, on the other hand, think their companies are impartial to employees’ ages. In fact, more than half of employed adults ages 55 and older agree that their company treats employees of all ages fairly (58 percent) and that their company values employees over age 50 (54 percent). That is a good thing, considering one-fifth (20 percent) of employed adults said they are older than their boss.

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The following table outlines varying perspectives of how the oldest and youngest workers surveyed view each other in the workplace:

Oldest Workers' Viewpoint (age 55+)	Youngest Workers' Viewpoint (ages 18-34)
75 percent said they relate well to younger co-workers	54 percent said they relate well to older workers
43 percent said they learn from younger co-workers	64 percent said they learn from their older co-workers
54 percent said their company values employees over age 50	25 percent said their company values employees over age 50
42 percent said their younger co-workers energize them and bring new ideas to the table	23 percent said their older co-workers energize them and bring new ideas to the table
32 percent agreed that younger employees seek advice and guidance from employees over age 50	22 percent agreed that younger employees seek advice and guidance from employees over age 50

Spencer offers the "ABCs" of how to bridge the generation gap among employees:

- ▶ **A**void any age-based assumptions about employees and recognize that all of your colleagues will potentially bring different and insightful ideas to the table.
- ▶ **B**e open-minded to learning new ways of doing things and be receptive to time-tested ideas.
- ▶ **C**reate an environment where all employees have a meaningful opportunity to contribute. By fostering effective communication and collaboration with all of your colleagues, you may be surprised how many good ideas develop.

More than 1,400 U.S. employed adults were surveyed online by Harris Interactive® for Randstad's survey on older workers. Throughout 2006, Randstad is commissioning Job Bites surveys on relevant and provocative workplace trends.

Survey Methodology

Harris Interactive® fielded the study on behalf of Randstad USA between February 17 and 21, 2006, via its QuickQuerySM online omnibus, interviewing a nationwide sample of 2,318 U.S. adults age 18 and older, among whom 1,444 were employed. Data was weighted to reflect the total U.S. adult population on the basis of region, age within gender, education, household income, race/ethnicity, and propensity to be online. In theory, with a probability sample of this size, one can say with 95 percent certainty that the overall results have a sampling error of plus or minus 3 percentage points and the employee results have a sampling error of plus or minus 4 percentage points. Sampling error for employed U.S. adults ages 18 to 34 (526) and for employed U.S. adults age 55 and older (243) is higher and varies. This online sample is not a probability sample.

About Randstad USA

Headquartered in Atlanta, Ga., Randstad USA is a wholly owned subsidiary of Randstad Holding nv, an \$8.25 billion global provider of professional employment services and the fourth largest staffing organization in the world. In 2005, Randstad USA's 1,900 staffing professionals put 48,500 people to work in the U.S. each week through its 419 branches and client-dedicated locations. Randstad fulfills temporary, temp-to-hire and direct hire opportunities in Office, Executive Office, Industrial, Call Center, Finance & Accounting, and Technical and Creative. Randstad provides skills assessments, career counseling, training, health coverage, paid vacation and 401(k) matching contributions to eligible internal and external employees. More information is available at the company's Web site, www.us.randstad.com. Investment information is available at www.randstad.com.

About Harris Interactive®

Harris Interactive Inc. (www.harrisinteractive.com), based in Rochester, N.Y., is the 13th largest and the fastest-growing market research firm in the world, most widely known for *The Harris Poll*® and for its pioneering leadership in the online market research industry. Long recognized by its clients for delivering insights that enable confident business decisions, the Company blends the science of innovative research with the art of strategic consulting to deliver knowledge that leads to measurable and enduring value. Harris Interactive serves clients worldwide through its United States, Europe (www.harrisinteractive.com/europe) and Asia offices, its wholly owned subsidiary Novatris in Paris, France (www.novatris.com), and through an independent global network of affiliate market research companies.

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