

The Boom Years



Source: CFO magazine, June 15, 2012



Every day for the next 19 years, 10,000 U.S. citizens will turn 65, so that by 2030 – when all Baby Boomers will have turned 65 – 18% of the nation's population will be that age.

Source: Pew Research Center



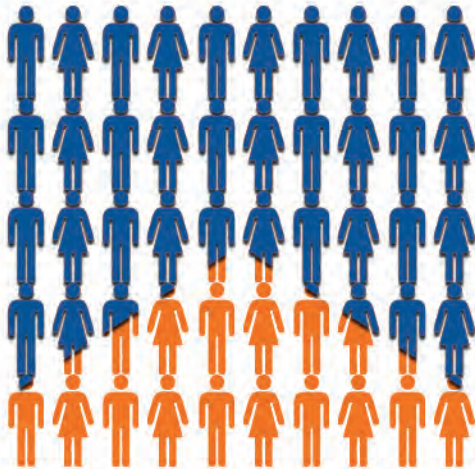
The percentage of Canadians 65 or older doubled in the previous 30 years and is projected to climb to 23%

Source: Ottawa Citizen, June 15, 2012



A Golden Opportunity

With an expected 54.8 million job openings this decade, 62% are because of Baby Boom retirements



72%

72% of HR managers stated the loss of talented Baby Boomers was a problem

Source: CFO magazine, June 15, 2012

54,800,000

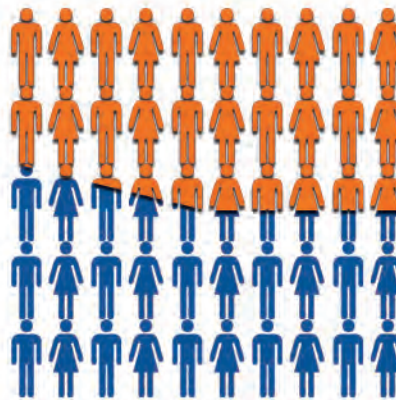


Source: United States Department of Labor, Bureau of Labor Statistics, Employment Projections: 2010-2020 Summary, February 2012



Companies hiring with job opening more than 6 months

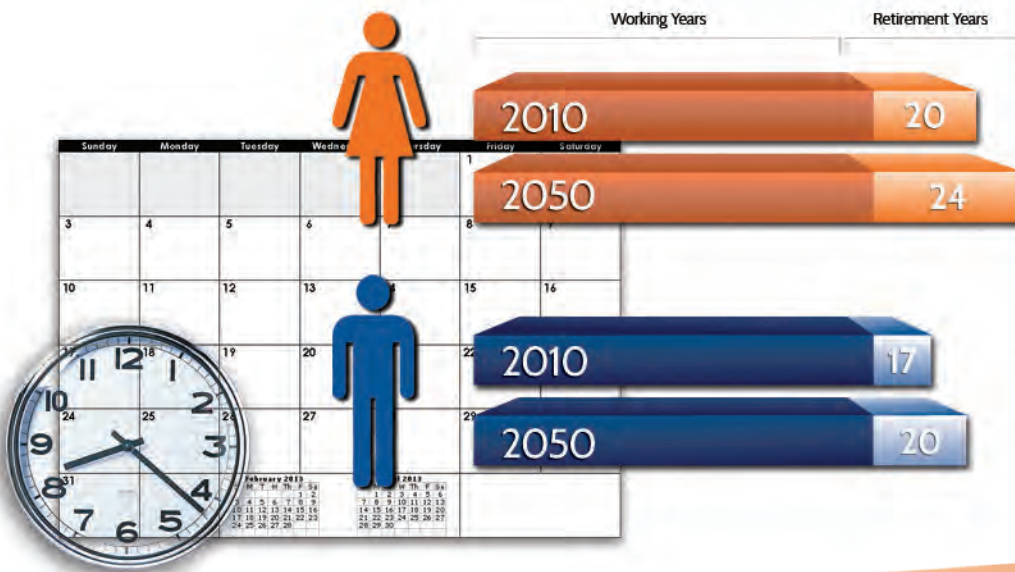
Source: McKinsey & Company, McKinsey Global Institute, An Economy that Works: Job Creation and America's Future, June 2011



46%

Human resource directors who will entice older workers to remain full-time employees

Source: AARP Public Policy Institute, Recovering from the great recession: Long struggle ahead for older Americans, 2011



From 2010 to 2050, the average woman will see her years beyond retirement grow from 20 to 24, and the average man from 17 years after retirement to 20 years by 2050

Source: Organization for Economic Co-Operation and Development (OECD), Pensions Outlook 2012, November 2011