MANAGING THE MILLENNIAL WORKFORCE
THE GENERATIONS

GENERATION Z
Born: 2001 to present

MILLENNIALS
1981 to 2000

GENERATION X
1965 to 1980

BABY BOOMERS
1946 to 1964

THE SILENT GENERATION
1928 to 1945

THE GREATEST GENERATION
pre-1928

*Pew Research
12 HOT HITS FOR A COOL PENNY

Cassettes or Records

<table>
<thead>
<tr>
<th>Album Cover</th>
<th>Artist/Cover Artist</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Image 1]</td>
<td>[Artist/Cover Art]</td>
</tr>
<tr>
<td>[Image 2]</td>
<td>[Artist/Cover Art]</td>
</tr>
<tr>
<td>[Image 3]</td>
<td>[Artist/Cover Art]</td>
</tr>
<tr>
<td>[Image 4]</td>
<td>[Artist/Cover Art]</td>
</tr>
<tr>
<td>[Image 5]</td>
<td>[Artist/Cover Art]</td>
</tr>
</tbody>
</table>

If you join the Club now and agree to buy 8 selections at regular Club prices in the next 2 years, you'll get 2 more FREE!

OR - IF YOU PREFER, TAKE ANY

6 CDs for $1 plus shipping and handling. Complete details on the next page.

MISCELLANEOUS

<table>
<thead>
<tr>
<th>Name</th>
<th>Category</th>
<th>Staff</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Text]</td>
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</tbody>
</table>

Classics of the 50's, 60's & 70's

<table>
<thead>
<tr>
<th>Artist</th>
<th>Album</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Artist]</td>
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<td>[Album]</td>
<td>[Year]</td>
</tr>
</tbody>
</table>

Please allow 3-4 weeks for delivery of your first package. If you are not satisfied with any item, return it within 10 days for a full refund of the 'Member's Purchase Price.' You may cancel at any time after receiving your 8 selections plus 2 FREE.

Please send your completed order form to: Columbia House, PO. Box 1799, Springdale, PA 18444.
The Oregon Trail

You may:

1. Travel the trail
2. Learn about the trail
3. See the Oregon Top Ten
4. Turn sound off
5. Choose Management Options
6. End

What is your choice? _
1. ENTITLED
2. LAZY
3. LOVE
4. NO LOYALTY TO EMPLOYER
US Average Avocado Consumption 1985 - 2019

Consumption in million pounds per week:

- 1985: 4
- 1995: 10
- 2000: 15
- 2005: 19
- 2010: 28
- 2014: 37
- 2015*: 40
- 2016*: 43.2
- 2017*: 45.36
- 2018*: 47.63
- 2019*: 50
1. THEY’RE THE BIGGEST PORTION OF THE WORKFORCE (and will be for quite some time.)

In millions

Note: Annual averages plotted 1995-2014. For 2015 the first quarter average of 2015 is shown. Due to data limitations, Silent generation is overestimated from 2008-2015.
PEW RESEARCH CENTER
2. THEY WANT TO CHANGE THE WORLD
2. THEY WANT TO CHANGE THE WORLD

62% believe can make a difference in their local community

41% believe they can change the world

*Forbes*
2. THEY WANT TO CHANGE THE WORLD

A. Create/Refine Mission, Vision and Values
Mission, Vision & Values

Our mission
VELCO's mission is to serve as a trusted partner.

Our vision
VELCO's vision is to create a sustainable Vermont through our people, assets, relationships and operating model.

Our values
VELCO values people, safety, sustainability, creativity and great work.
Mission: To inspire humanity – both in the air and on the ground.
Mission: To accelerate the world’s transition to sustainable energy.
Our Mission: To thrill our clients’ audiences with high-quality content made for the web.

Our Values Statement: To build community through economic development.

Our Vision: To become Vermont’s most desirable place to work.
MONDO = WORLD
2. THEY WANT TO CHANGE THE WORLD

A. Create/Refine Mission, Vision and Values

B. Become a B-Corp and Join VBSR
2. THEY WANT TO CHANGE THE WORLD
2. THEY WANT TO CHANGE THE WORLD

A. Create/Refine Mission, Vision and Values
B. Become a B-Corp and Join VBSR
C. Provide company assets.
D. Pro bono work.
E. Paid volunteerism.
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?
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### Millennials Believe In Life After Work

Relative degree of importance for global millennials when choosing a job:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good work/life balance</td>
<td>16.8%</td>
</tr>
<tr>
<td>Opportunities to progress/be leaders</td>
<td>13.4%</td>
</tr>
<tr>
<td>Flexibility i.e. remote working, flexible hours</td>
<td>11.0%</td>
</tr>
<tr>
<td>Sense of meaning from my work</td>
<td>9.3%</td>
</tr>
<tr>
<td>Professional development training programs</td>
<td>8.3%</td>
</tr>
<tr>
<td>The impact it has on society</td>
<td>6.8%</td>
</tr>
<tr>
<td>The quality of its products/services</td>
<td>6.4%</td>
</tr>
<tr>
<td>Strong sense of purpose</td>
<td>6.2%</td>
</tr>
<tr>
<td>Opportunities for international travel</td>
<td>5.9%</td>
</tr>
<tr>
<td>Fast growing/dynamic</td>
<td>4.4%</td>
</tr>
<tr>
<td>A leading company that people admire</td>
<td>4.3%</td>
</tr>
<tr>
<td>Invests in and uses the latest technology</td>
<td>4.1%</td>
</tr>
<tr>
<td>The reputation of its leaders</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

**Source:** Deloitte
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

1. FLEX TIME

The Mondo office is officially open from 9 am to 5 pm, Monday through Friday, except for paid holidays. An employee may come to the office earlier than 9:00am, or stay later than 5:00pm, to achieve 40 hours per workweek. She or he may work as little as 6 hours per day or as many as 10 hours per day, as long as she or he is working 40 hours per workweek. If planning to arrive later than 10:00am or stay later than 6:00pm, that’s cool, just please notify your team leader.
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

2. #WFH
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

3. PROFESSIONAL DEVELOPMENT

- Company book club
- Lynda.com subscription
- “Lunch and Learn” 1x/mo
- Certifications (Google Ads, Photoshop)
- Regional/state leadership programs
- Conferences
- Immersive workshops
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

4. NOT TALKING TO EACH OTHER (aka: technology)
WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

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WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?
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WHAT DO MILLENNIALS VALUE IN THE WORKPLACE?

5. HAPPINESS
Employee Happiness

I would recommend Mondo Mediaworks, Inc. as a great place to work.

- Green Circle: Agree / Strongly Agree
- Yellow Circle: Neutral
- Red Circle: Strongly Disagree / Disagree

Graph showing percentage of responses for September and October.
I have the autonomy to perform my job effectively.

My workplace environment is comfortable.

I have the tools or equipment I need to do my job well.

Tell us more about your answer.
SURVEY COMMENTS:

“The healthcare/benefit situation is frustrating enough to discourage me from recommending Mondo, and I believe that there are transparency issues between management and specialists.”

“I love my team, and the Mondo team, so so much.”
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luke@mondomediaworks.com

@LukeQStafford