

References

- Burnford, J. (2019, May 29). *Flexible working: The way of the future*. Forbes. Retrieved September 30, 2021, from <https://www.forbes.com/sites/joyburnford/2019/05/28/flexible-working-the-way-of-the-future/?sh=10f904444874>.
- Published by Statista Research Department, & 20, S. (2021, September 20). *U.S. states: Median AGE 2019*. Statista. Retrieved September 30, 2021, from <https://www.statista.com/statistics/208048/median-age-of-population-in-the-usa-by-state/>.
- Stiller Rikleen, L. (2021, February 1). *What your youngest employees need most right now*. Harvard Business Review. Retrieved September 30, 2021, from <https://hbr.org/2020/06/what-your-youngest-employees-need-most-right-now>.