

**2012/2013**  
**Bachelor of Commerce (Honours)**  
**Graduate Employment Survey Results**

The Asper School of Business - Career Development Centre conducted a telephone survey on the graduates of the 2012/2013 Bachelor of Commerce (Honours) program. Out of a class of 433 students, 250 were contacted.

Of these 250 graduates, 31 were not actively seeking full-time employment and were removed from the sample (see question 13). Therefore, the final sample size used to calculate the survey results was 219 graduates.

*All n's do not equal 219 for the following reasons:*

- *Due to the skip pattern of the survey, not all respondents were required to answer all the questions.*
- *Not all respondents answered all the questions.*
- *Some questions permitted multiple responses.*

**Q. 1 & 2**

This question refers to the respondent's name, address, and phone number. The data collected from this question was used to establish the groups on which this report is based.

**Q. 3**

<b>When did you graduate?</b> n=219		
	<b>Number</b>	<b>Percent</b>
October, 2012	37	17
February, 2013	57	26
May, 2013	125	57

**Q. 4**

<b>Are you currently enrolled in the Co-op program?</b> n=219		
	<b>Number</b>	<b>Percent</b>
Yes	44	20
No	175	80

**Q. 5**

<b>What is your primary major?</b> n=219		
	<b>Number</b>	<b>Percent</b>
Aboriginal Business Studies	1	1
Accounting	67	31
Actuarial Mathematics	10	5
Entrepreneurship/Small Business	7	3
Finance	37	17
Generalist	4	2
HRM/Industrial Relations	18	8
International Business	9	4
Logistics & Supply Chain Management	15	7
Management Information Systems	6	3
Management of Organizations	4	2
Marketing	40	18
Operations Management/Research	1	1

**Q. 6**

<b>Which best describes your employment status after graduation?</b>		
<b>n=219</b>		
	<b>Number</b>	<b>Percent</b>
Full time on a permanent basis	142	65
Full time in a term position	20	9
Part time	18	8
Summer	3	1
Unemployed	36	16

**162 (74%) Asper Grads are employed in a full-time either in term position and permanent basis.**

<b>Full time employment by major</b>			
<b>Total n = 219 Total # Employed =162</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Aboriginal Business Studies	1	1	100.0
Accounting	67	55	82
Actuarial Mathematics	10	7	70
Entrepreneurship/Small Business	7	6	86
Finance	37	27	73
Generalist	4	4	100
HRM/Industrial Relations	18	13	72
International Business	9	4	44
Logistics & Supply Chain Management	15	12	80
Management Information Systems	6	5	83
Management of Organizations	4	1	25
Marketing	40	29	73
Op. Research/Op. Management	1	1	100

<b>Full time employment by program</b>			
<b>Total n = 219 Total # Employed = 162</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Co-op Program	44	39	87
Regular Program	175	123	70

<b>Full time employment by gender</b>			
<b>Total n = 219 Total # Employed = 162</b>			
	<b>n=</b>	<b># Employed</b>	<b>Percent</b>
Female	94	69	73
Male	125	93	74

**Q. 7**

Respondents were asked to give their company name, job title, and location of employment in terms of the nearest city/town and province, and an industry description.

See:

- Appendix A for list of companies for full time employed respondents and Appendix B for a further breakdown by major.
- Appendix C for a listing of companies by industry type.

<b>Industry breakdown for full time employed respondents n= 162</b>		
	<b>Number</b>	<b>Percent</b>
Accounting, Engineering, and Architecture	41	25
Agriculture, Forestry and Fishing	7	4
Banking, Finance, and Investment	20	12
Computer Science	1	1
Construction	1	1
Government	8	5
Health, Legal, Educational and Social Services	8	5
Hotel, Recreation/Amusement, Leisure, Repair, and Personal Services	6	4
Insurance	15	9
Manufacturing	7	4
Other Services to Business	15	9
Retail Trade	14	9
Transportation, Communication, Electric, Gas, and Sanitary	19	12
Wholesale Trade	0	0

<b>Locations of employers by province for full time employed respondent n= 162</b>		
	<b>Number</b>	<b>Percent</b>
Manitoba	152	94
Ontario	2	1
Alberta	3	2
British Columbia	1	1
Quebec	0	0
Saskatchewan	1	1
USA	0	0
Asia	3	2
Europe	0	0
Central/South America	0	0
Australia	0	0

**Q. 8**

Respondents were given the choice to answer this question by providing their actual annual salary or by choosing the range into which their annual salary fell. The midpoint of each range was used as the actual number to calculate the overall average starting salary. For example, if a respondent indicated that their salary fell in the range of \$25,000 - \$29,999, the number \$27,500.00 was entered as that respondent's annual salary.

<b>Annual salary before deductions for full time employed respondents n= 140</b>		
	<b>Number</b>	<b>Percent</b>
Less than \$15,000	0	0
\$15,000 - 19,999	0	0
\$20,000 - 24,999	6	4
\$25,000 - 29,999	5	4
\$30,000 - 34,999	15	11
\$35,000 - 39,999	50	36
\$40,000 - 44,999	26	19
\$45,000 - 49,999	13	9
\$50,000 – 54,999	12	9
\$55,000 – 59,999	4	3
Greater than \$60,000	9	6

**ADDITIONAL INFORMATION FOR Q.7**

The annual average salary before deductions for full time employed respondents is \$41,357

<b>Annual average salary by major:</b>	
	<b>\$</b>
Aboriginal Business Studies	N/A*
Accounting - All	38,010
Accounting - CA Only	37,031
Accounting - CA Excluded	39,853
Actuarial Mathematics	55,143
Entrepreneurship/Small Business	48,333
Finance	41,452
Generalist	37,500
HRM/Industrial Relations	47,015
International Business	36,667
Logistics & Supply Chain Management	41,014
Management Information Systems	38,500
Management of Organizations	N/A*
Marketing	41,479
Operations Management/Research	N/A*

\* For confidentiality purposes, annual salary cannot be reported when only one respondent

<b>Annual Average Salary by Program</b>	
	<b>\$</b>
Co-op Program	41,739
Regular Program	41,245

<b>Annual Average Salary by Gender</b>	
	<b>\$</b>
Female	41,369
Male	41,349

**AVERAGE SALARY BY INDUSTRY:**

<b>Average salary by industry</b>	
	<b>\$</b>
Accounting, Engineering, and Architecture	37,541
Agriculture, Forestry and Fishing	40,333
Banking, Finance, and Investment	42,030
Computer Science	N/A*
Construction	N/A*
Government	46,667
Health, Legal, Educational and Social Services	37,686
Hotel, Recreation/Amusement, Leisure, Repair, and Personal Services	44,583
Insurance	46,439
Manufacturing	37,143
Other Services to Businesses	43,708
Retail Trade	40,217
Transportation, Communication, Electric, Gas, and Sanitary	45,233
Wholesale Trade	--

\* For confidentiality purposes, annual salary cannot be reported when there is only one respondent

**Q. 9**

<b>To what extent do you think your B. Comm. degree has been an asset to you being hired for this position? n = 161</b>		
	<b>Number</b>	<b>Percent</b>
Highly Relevant	124	77
Somewhat Relevant	28	17
Not Relevant	9	6

**Q. 10**

<b>To what extent do you think your job is related to your major? n = 161</b>		
	<b>Number</b>	<b>Percent</b>
Highly Relevant	107	67
Somewhat Relevant	42	26
Not Relevant	12	7

**Q. 11**

<b>How did you learn about this position? n= 161</b>		
	<b>Number</b>	<b>Percent</b>
Career Development Centre/Co-op	61	38
Previously worked there	23	14
Through personal network	42	26
Volunteered there	1	1
Family business	1	1
Another employment centre	0	0
Self employment	2	1
Newspaper advertisement	2	1
Internet	16	10
Other	13	8

**Q. 12**

All respondents that indicated they were not employed on a full time permanent basis or in a full time term position were asked to answer this question. Those who answered no to this question were removed from the original respondent sample size of 250. This resulted in a total sample size of 219, which then became the “n” for the entire survey.

<b>Are you actively seeking full time employment?</b> <b>n= 88</b>		
	<b>Number</b>	<b>Percent</b>
Yes	57	65
No	31	35

**Q. 13**

<b>If you ARE SEEKING full time employment, why do you think your search has been unsuccessful?</b> <b>n= 57</b>		
	<b>Number</b>	<b>Percent*</b>
Not enough work experience	30	53
Just started job search	11	19
Have not given job search a full effort	5	9
No jobs in area of specialization	8	14
Other	14	25
No jobs in desired location	4	7
Require further education	1	2

\* Total will exceed 100 since multiple responses were permitted.

**Q. 14**

<b>If you ARE NOT SEEKING full time employment, why is that?</b> <b>n=31</b>		
	<b>Number</b>	<b>Percent*</b>
Travel	5	16
Returning to school	8	26
Other	5	16
Moving out of Winnipeg	7	23
Decided to take some time off	2	7
Working for the summer only	2	7
Family responsibilities	1	3

\* Total will exceed 100 since multiple responses were permitted.

**Q. 15**

<b>Which of the following methods did you use in your job search?</b> <b>n=57</b>		
	<b>Number</b>	<b>Percent*</b>
Career Development Centre	37	65
Internet	38	67
Newspaper advertisement	7	12
Through personal network	16	28
Previous employment	9	16
Other	5	9
Another Employment Centre	4	7

\* Total will exceed 100 since multiple responses were permitted.

**Q. 16**

<b>Have you utilized the Career Development Centre</b> <b>N=206</b>		
	<b>Number</b>	<b>Percent</b>
Yes	159	77
No	47	23

**Q. 17**

<b>If yes, when did you start utilizing the services at the Career Development Centre</b> <b>N=158</b>		
	<b>Number</b>	<b>Percent</b>
1 <sup>st</sup> year	37	23
2 <sup>nd</sup> year	59	37
Final year	62	39

**Q. 18**

<b>Sex of respondents:</b> <b>n= 219</b>		
	<b>Number</b>	<b>Percent</b>
Male	125	57
Female	94	43

**Q. 19**

<b>Age of respondents:</b> <b>n= 207</b>		
	<b>Number</b>	<b>Percent</b>
<=20	0	N/A
21	8	31
22	29	14
23	66	32
24	45	22
25	28	14
26	13	6
27	5	2
>=28	13	6

The average age of the respondents is 23

## APPENDIX A

### 2012/2013 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies which hired Respondents for Full time Employment

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24 Intouch	Great West Life Assurance Company (9)	PricewaterhouseCoopers (9)
A.V.S. Consultant Company	Hagemeister Hauling	Primerica
Agriculture and Agri-Food Canada	Hong Kong Christian Industrial Committee	Protegra Inc.
Amazima	IC Group LP	Proto Coverage Irrigation
Apple Canada	Imperial Tobacco	Public Works and Government Services Canada
Aviva Canada	International College Manitoba (ICM)	RBC
Bank of Montreal	Investors Group (5)	RBC Dominion Securities (2)
BDO Canada LLP (3)	KPMG (5)	RD Sales
Ben Moss Jewellers	Landmark Cinemas of Canada	Resorts of the Canadian Rockies
BIO	Lawton Partners	Richardson International (4)
Birchwood Automotive	Lecap Development Inc.	Safeway
Bison Transport (3)	Legumex Walker	Scarrow and Donald Chartered Accountants
Cabela's	Magellan Aerospace	Scotia Bank
Cambrian Credit Union	Manitoba Hydro (3)	Shaw
Canada One Travel	Manitoba Hydro International (2)	Shindico Realty Inc.
Canada Post	Manitoba Liquor and Lotteries (3)	Sierra
Canada Safeway	Manitoba Public Insurance	Speedpro Signs
Canadian International Education Service Centre	Martin Brower of Canada Ltd.	Stefanson Lee Romaniuk Chartered Accountants
Canadian Tire (2)	MicroPilot	Stone Dynamics
Cangene	MNP (9)	Tabot and Associates, CGA
Cargill	Mondeleez	TD Bank (2)
CIBC	MTS Allstream (4)	TD Securities
City of Winnipeg	National Bank Financial	The North West Company (3)
Civil Service Superannuation Board	New Flyer	TransX (2)
Craig & Ross	Nicola Valley Institute	Travel Council
Dasch	Norima Consulting	University of Manitoba (3)
Deloitte (3)	Norscan Instruments Limited	Wallace & Wallace
Digiplus.ca	Office of Auditor General of Manitoba	Wawanesa
Ernst and Young (2)	Parrish and Heimbecker	Westco
Fedex	PepsiCo Beverages	Western Financial Group (4)
First Nations Bank	PI Financial Corp.	Winpak
GHY International	Pollard Banknote	
Gislason, Targownik, Peters	Price Industries Limited	
Government of Manitoba (2)		
Grant Thornton (3)		

\* Numbers in brackets denote the number of respondents hired by that one company.



**APPENDIX B****2012/2013 Bachelor of Commerce (Honours) Graduate Survey****Q.6 - Alphabetical Listing of Companies and Position Titles for Full time Employed Respondents  
BY PATTERN AREA****PATTERN AREA: ABORIGINAL BUSINESS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Travel Council	Budget Coordinator

**PATTERN AREA: ACCOUNTING**

<b>COMPANY</b>	<b>JOB TITLE</b>
Bank of Montreal	Customer Service Representative
BDO Canada LLP (2)	Staff Accountant
Canada One Travel	Accountant
Cangene	Financial Accountant
Cargill	Accounting Analyst 1
Craig & Ross	Staff Accountant
Deloitte (3)	Staff Accountant
Ernst and Young (2)	Staff Accountant
Grant Thornton (3)	Staff Accountant
Great West Life Assurance Company (2)	Staff Accountant
Investors Group (3)	Staff Accountant
KPMG (5)	Staff Accountant
Legumex Walker	Accountant
Manitoba Hydro International	Finance Officer
MNP (9)	Staff Accountant
MTS Allstream	Marketing Associate
Northwest Company	Planning Intern
Northwest Company	Business Analysis
Office of Auditor General of Manitoba	Auditor
PricewaterhouseCoopers (11)	Staff Accountant
Richardson International (2)	Accounting Clerk
Richardson International	Senior Accounting Clerk
Stefanson Lee Romaniuk Chartered Accountants	Junior Accountant
University of Manitoba	Financial Assistant

**PATTERN AREA: ACTUARIAL MATHEMATICS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Great West Life	Living Benefits Pricing - Actuarial Assistant
Great West Life (3)	Actuarial Assistant
Lawton Partners	
Scarrow and Donald Chartered Accountants	Staff Accountant
Wawanesa	Assistant Actuarial Analyst

**PATTERN AREA: ENTREPRENEURSHIP/SMALL BUSINESS**

<b>COMPANY</b>	<b>JOB TITLE</b>
A.V.S. Consultant Company	Business Consultant - Analyst
BIO	Business Development and Marketing
Cabela's	Replenishment Allocation Analyst
Lecap Development Inc.	Owner- Real Estate Company
Nicola Valley Institute	Recruitment and Events Officer
Resorts of the Canadian Rockies	Outside Sales

**APPENDIX B****2012/2013 Bachelor of Commerce (Honours) Graduate Survey****Q.6 - Alphabetical Listing of Companies and Position Titles for Full time Employed Respondents  
BY PATTERN AREA****PATTERN AREA: FINANCE**

<b>COMPANY</b>	<b>JOB TITLE</b>
Aviva Canada	Commercial Lines Underwriter
Cambrian Credit Union	Member Services Representative
Canada Safeway	Services Clerk
Canadian Tire	
CIBC	Financial Services Representative
Civil Service Superannuation Board	Investment Analyst
Digiplus.ca	Owner
International College Manitoba (ICM)	Student Advisor
Investors Group	Audit Intern
Landmark Cinemas of Canada	Corporate Sales Representative
Manitoba Hydro	General Accounting
MicroPilot	Sales Administrator
MTS Allstream	Billing Initiatives Consultant
National Bank Financial	Investment Associate
PI Financial Corp.	Investment Associate
RBC	Account Manager
RBC Dominion Securities (2)	Associate
Scotia Bank	Financial Advisor
TD Bank	Commercial Analyst
TD Securities	Investment Analyst
University of Manitoba	Purchasing Assistant
University of Manitoba	Power Engineer
Westco	HR Generalist
Western Financial Group	Employee Benefits Sales Representative
Western Financial Group	Commercial Sales Representative
Winpak	Credit and Collection Assistant
University of Manitoba	Finance Representative
Western Financial Group	Field Development

**PATTERN AREA: GENERALIST**

<b>COMPANY</b>	<b>JOB TITLE</b>
Amazima	Program Director
Gislason, Targownik, PetersStats	Accountant
Proto Coverage Irrigation	Management
The North West Company	

**PATTERN AREA: HRM/INDUSTRIAL RELATIONS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Agriculture and Agri-Food Canada	Staffing and Pay Assistant
Canada Post	Human Resources Officer
City of Winnipeg	HR Intern
Dasch	HR Recruiter
First Nations Bank	Commercial Banking Analyst
Manitoba Public Insurance	HR Administrator
Protegra Inc.	Client Relationship Management Associate
Safeway	Labour Relations Representative
Shaw	HR - Generalist

## APPENDIX B

### 2012/2013 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies and Position Titles for Full time Employed Respondents BY PATTERN AREA

##### **PATTERN AREA: HRM/INDUSTRIAL RELATIONS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Stone Dynamics	Office Manager
Tabot and Associates, CGA	Junior Accountant
TD Canada Trust	Manager of Customer Service
TransX	HR Assistant

##### **PATTERN AREA: INTERNATIONAL BUSINESS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Hong Kong Christian Industrial Committee	Marketing and Communications
IC Group LP	Marketing Coordinator
MTS Allstream	Marketing Associate
Western Financial	Sales Representative

##### **PATTERN AREA: LOGISTICS AND SUPPLY CHAIN MANAGEMENT**

<b>COMPANY</b>	<b>JOB TITLE</b>
Bison Transport	Dispatcher
Bison Transport	Fleet Dispatcher
Bison Transport	New Grad Program
New Flyer	Support Analyst
Parrish and Heimbecker	Customer Service Representative
PepsiCo Beverages	Specialized Dispatch Operator
Pollard Banknote	Buyer
Richardson International	Marine Transportation Coordinator
Sierra	Business Analyst

##### **PATTERN AREA: MANAGEMENT INFORMATION SYSTEMS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Canadian International Education Service Centre	Administrative Assistant
Great West Life (2)	Associate Systems Analyst
Great West Life	PMCA
TransX	Appointment Analyst

##### **PATTERN AREA: MANAGEMENT OF ORGANIZATIONS**

<b>COMPANY</b>	<b>JOB TITLE</b>
Wallace & Wallace	Marketing and Sales

**APPENDIX B****2012/2013 Bachelor of Commerce (Honours) Graduate Survey****Q.6 - Alphabetical Listing of Companies and Position Titles for Full time Employed Respondents  
BY PATTERN AREA**

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**PATTERN AREA: MARKETING**

<b>COMPANY</b>	<b>JOB TITLE</b>
24 Intouch	SMB Sales Executive
Apple Canada	Solutions Consultant
Ben Moss Jewellers	Data Coordinator
Birchwood Automotive	Marketing and New Media Specialist
Canadian Tire	Customer service
Fedex	Sales Account Executive
GHY International	Marketing Associate
Government of Manitoba	Summer Supervisor
Government of Manitoba	Accounting Clerk
Hagemeister Hauling	Owner
Imperial Tobacco	Sales Rep
Investors Group	Financial Consultant
Magellan Aerospace	Contracts Administrator
Manitoba Hydro	Marketing Analyst
Manitoba Hydro	Marketing Assistant
Manitoba Hydro International	Marketing Business Administration Officer
Manitoba Liquor and Lotteries	Intern
Manitoba Lotteries	Human Resources Administrator
Martin Brower of Canada Ltd.	Warehouse Supervisor
Mondeleez	Sales Representative
MTS Allstream	Marketing Associate
Norima Consulting	Market Researcher
Norscan Instruments Limited	Marketing Coordinator
Price Industries Limited	Marketing Associate
Primerica	Financial Planning
RD Sales	Marketing and Sales Associate
Shindico Reality Inc.	Independent Contractor
Speedpro Signs	Advertising/Marketing Specialist
Western Financial Group	GIS Market and Sales

**PATTERN AREA: OPERATIONAL RESEARCH/OPERATIONS MANAGEMENT**

<b>COMPANY</b>	<b>JOB TITLE</b>
Public Works and Government Services Canada	Supply Officer

## APPENDIX C

### 2012/2013 Bachelor of Commerce (Honours) Graduate Survey Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents BY INDUSTRY TYPE

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#### **ACCOUNTING, ENGINEERING, AND ARCHITECTURE**

BDO Canada LLP (3)  
Craig & Ross  
Deloitte (3)  
Ernst and Young (2)  
Gislason, Targownik, Peters  
Grant Thornton (2)  
Investors Group (2)  
KPMG (5)  
MNP (9)  
Office of Auditor General  
PricewaterhouseCoopers (9)  
Sparrow and Donald Chartered Accountants  
Stefanson Lee Romaniuk Chartered Accountants  
Tabot and Associates, CGA

#### **AGRICULTURE, FORESTRY, AND FISHING**

Cargill  
Legumex Walker  
Parrish and Heimbecker  
Richardson International (4)

#### **BANKING, FINANCE, AND INVESTMENT**

Bank of Montreal  
Cambrian Credit Union  
CIBC  
Civil Service Superannuation Board  
First Nations Bank  
Investors Group (3)  
Lawton Partners  
National Bank Financial  
PI Financial Corp.  
Primerica  
RBC  
RBC Dominion Securities (2)  
Scotia Bank  
TD Bank (2)  
TD Securities  
Western Financial Group

#### **COMPUTER**

Protegra Inc.

#### **CONSTRUCTION**

Wallace & Wallace

#### **GOVERNMENT**

Agriculture and Agri-Food Canada  
Canada Post  
City of Winnipeg  
Government of Manitoba (2)

Hong Kong Christian Industrial Committee  
Public Works and Government Services Canada

#### **HEALTH, LEGAL, EDUCATIONAL AND SOCIAL SERVICES**

Amazima  
Canadian International Education Service Centre  
Dasch  
International College Manitoba (ICM)  
Nicola Valley Institute  
University of Manitoba (3)

#### **HOTEL, RECREATION/LEISURE, REPAIR, PERSONAL SERVICES**

Canada One Travel  
Landmark Cinemas of Canada  
Manitoba Liquor and Lotteries  
Manitoba Lotteries  
Pollard Banknote  
Resorts of the Canadian Rockies

#### **INSURANCE**

Aviva Canada  
Great West Life (9)  
Manitoba Public Insurance  
Wawanesa  
Western Financial Group (3)

#### **MANUFACTURING**

Cangene  
Magellan Aerospace  
MicroPilot  
New Flyer  
Price Industries Limited  
Stone Dynamics  
Winpak

#### **OTHER SERVICES TO BUSINESS**

24 Intouch  
A.V.S. Consultant Company  
BIO  
GHY International  
IC Group LP  
Lecap Development Inc.  
Martin Brower of Canada Ltd.  
Norima Consulting  
Norscan Instruments Limited  
Proto Coverage Irrigation  
Shindico Reality Inc.  
Speedpro Signs  
Travel Council

## APPENDIX C

### 2012/2013 Bachelor of Commerce (Honours) Graduate Survey

#### Q.6 - Alphabetical Listing of Companies for Full time Employed Respondents BY INDUSTRY TYPE

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##### **RETAIL TRADE**

Apple Canada  
Ben Moss Jewelers  
Birchwood Automotive  
Cabela's  
Canada Safeway (2)  
Canadian Tire (2)  
Digiplus.ca  
Imperial Tobacco  
Mondeleez  
PepsiCo Beverages  
The North West Company (3)

##### **TRANSPORTATION, ELECTRONIC, COMMUNICATION, AND PUBLIC UTILITIES**

Bison Transport (3)  
Fedex  
Hagemeister Hauling  
Manitoba Hydro (3)  
Manitoba Hydro International (2)  
MTS Allstream (4)  
RD Sales  
Shaw  
Sierra  
TransX (2)  
Westco

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\* Numbers in brackets denote the number of respondents hired by that one company in a specific role.