

Gender

Gender	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Male	2132	59.12	2170	60.18	4302	59.65
Female	1474	40.88	1434	39.77	2908	40.32
Non-binary/Third Gender	0	0	2	0.06	2	0.03
Total	3606	100	3606	100.01	7212	100

Generation

Generation	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Silents	1	0.03	1	0.03	2	0.03
Baby Boomers	218	6.05	229	6.35	447	6.2
GenX	1753	48.61	1691	46.89	3444	47.75
GenY	1633	45.29	1409	39.07	3042	42.18
GenZ	1	0.03	276	7.65	277	3.84
Total	3606	100.01	3606	99.99	7212	100

Job Level

Level	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Board	94	2.61	100	2.77	194	2.69
Pres/CEO	114	3.16	118	3.27	232	3.22
Senior VP/General Manager/Director	584	16.2	615	17.05	1199	16.63
VP/Divisional or Functional Head	572	15.86	633	17.55	1205	16.71
Department/Unit Manager	1313	36.41	1265	35.08	2578	35.75
Supervisor/Foreman	393	10.9	360	9.98	753	10.44
Professional/Technical	422	11.7	388	10.76	810	11.23
Other (Non-management)	114	3.16	127	3.52	241	3.34
Total	3606	100	3606	99.98	7212	100.01

Job Function

Function	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Accounting/Finance	293	8.13	319	8.85	612	8.49
Administration/Operations	636	17.64	579	16.06	1215	16.85
Customer Service	88	2.44	85	2.36	173	2.4
Data Processing/Systems	153	4.24	179	4.96	332	4.6
Distribution/Fulfillment	25	0.69	31	0.86	56	0.78
HR/Personnel	206	5.71	202	5.6	408	5.66
Manufacturing	86	2.38	122	3.38	208	2.88
Marketing/Sales	427	11.84	436	12.09	863	11.97
Technical/Eng/Research	583	16.17	590	16.36	1173	16.26
Other	1109	30.75	1063	29.48	2172	30.12
Total	3606	99.99	3606	100	7212	100.01

Location

Area	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Africa	47	1.3	47	1.3	94	1.3
America	1991	55.21	1944	53.91	3935	54.56
Americas	165	4.58	214	5.93	379	5.26
Asia	96	2.66	124	3.44	220	3.05
Europe	1087	30.14	1050	29.12	2137	29.63
Oceania	220	6.1	227	6.3	447	6.2
Total	3606	99.99	3606	100	7212	100

Industry

Industry	Pre-Pandemic	(%)	Waning Pandemic	(%)	Combined	(%)
Other	294	8.75	593	18.3	887	13.44
Consulting Services	335	9.97	356	10.99	691	10.47
Mining/Oil-Gas Production/Chemicals	347	10.33	258	7.96	605	9.17
Accounting/Banking/Financial Services	230	6.85	303	9.35	533	8.08
Health Care/Medical Services	198	5.89	227	7.01	425	6.44
General Manufacturing	179	5.33	203	6.27	382	5.79
Food Products/Processing	208	6.19	131	4.04	339	5.14
Wholesale/Retail Trade	167	4.97	165	5.09	332	5.03
Contracting/Construct	166	4.94	147	4.54	313	4.74
Education	159	4.73	128	3.95	287	4.35
Transportation	160	4.76	92	2.84	252	3.82
Communications/Telecommunications	152	4.52	76	2.35	228	3.45
Research/Scientific Services	91	2.71	105	3.24	196	2.97
Insurance	122	3.63	47	1.45	169	2.56
Utilities	70	2.08	79	2.44	149	2.26
Entertainment/Rec/Sports	109	3.24	26	0.8	135	2.05
High Tech (computer related)	83	2.47	47	1.45	130	1.97
Real Estate/Land Development	39	1.16	80	2.47	119	1.8
Business/Information Systems	81	2.41	33	1.02	114	1.73
Social Services	32	0.95	47	1.45	79	1.2
Pharmaceutical/Medical Products	47	1.4	30	0.93	77	1.17
Law/Legal Services	19	0.57	29	0.9	48	0.73
Biotechnology	11	0.33	27	0.83	38	0.58
Printing/Publishing/Advertising	29	0.86	1	0.03	30	0.45
Hospitality/Travel/Tourism	17	0.51	5	0.15	22	0.33
Aerospace	10	0.3	1	0.03	11	0.17
Farming/Fishing/Forestry	5	0.15	4	0.12	9	0.14
Total	3360	100	3240	100	6600	100.03

