

Business Outlook and Consumer Surveys: Ways of Working

Q4 2025



Executive Summary

OVERVIEW

- Eden McCallum's semi-annual Economic and Business Outlook Survey was conducted from 14-21 November 2025, in collaboration with HighPoint Associates
- Over 300 business leaders responded to questions on their organisation's Ways of Working. Respondents came from across the globe, with the majority from the UK, Netherlands and US (Eden McCallum's and HighPoint's offices). The sample respondents work across a broad range of industries within companies of varying sizes and ownership models
- Results have been compared to Eden McCallum's Consumer Survey of a representative sample of UK and NL consumers (n UK: 2,173; NL: 1,962) undertaken in Q3 2025. From the overall samples, a further screen focused on office workers

RESULTS

- 7 in 10 organisations continue to take a hybrid approach to office work, with c.1 in 10 fully office-based and just under 1 in 10 fully remote - but fully flexible has nearly halved over the past 2 years from 18% to 10% (that decline is at odds with office worker preferences, where the plurality desire more flexibility). There is some geographic variation: respondents in NL are most likely to be hybrid (76% vs. a 57% global average), while organisations in the US are more likely to be fully office-based (18% vs. 11% on average globally).
- That picture is mirrored in the number of days spent in the office - while 2-3 dpw in the office remains the norm (as it has been for the last ~3 years), the average number of days per week reported in the office has increased. Again, there is geographic variation (e.g., business leaders in NL and RoW spend more days in the office on average, and the US has more businesses at the two extremes of fully remote and fully in the office). Office workers in the UK and NL report spending more days in the office than business leaders, with over 30% saying they work there 5dpw.
- Most business leaders (c.6 in 10) expect their organisation's approach to office working to remain unchanged over the next 1-3 years, although a greater proportion now expect more in-office working than 18 months ago (just over one-third now vs. one-quarter in Q2 2024).
- Over two-thirds of business leaders report being satisfied with their organisation's current ways of working. Office workers also see the impact of remote working as positive, particularly for themselves. Both business leaders and office workers note that the benefits of remote working include flexibility and balance, and the challenges include collaboration, connection, interaction and teamwork.
- In both the UK and NL, c. one in five office workers is looking to change jobs (this has fallen somewhat in both over the past 4 years). Hybrid working continues to be an important factor for over 7 in 10 office workers considering their next role.

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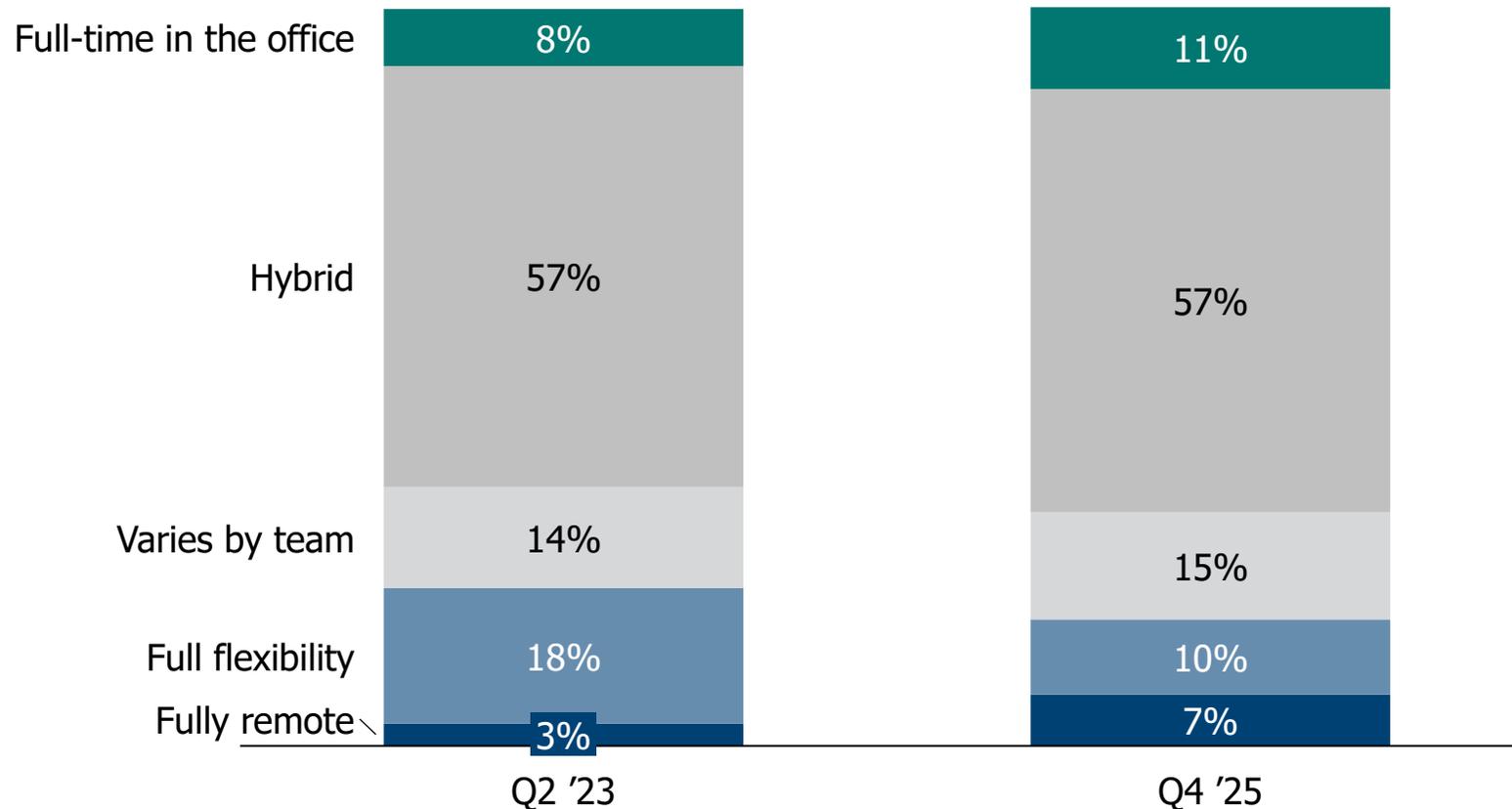
- **Company policies, preferences, and expectations**
- Days worked in the office vs. at home
- Satisfaction and perceived impact of remote working
- Attrition and importance of hybrid working for next role
- Appendix: sample details



7 out of 10 organisations continue to take a hybrid approach to office work; but 'full flexibility' has nearly halved over the past 2 years from 18% to 10%

ORGANISATIONS' POLICIES ON OFFICE WORKING (Q2 2023 VS. Q4 2025)

% of respondents



n: Q2 '23: 207; Q4 '25: 316

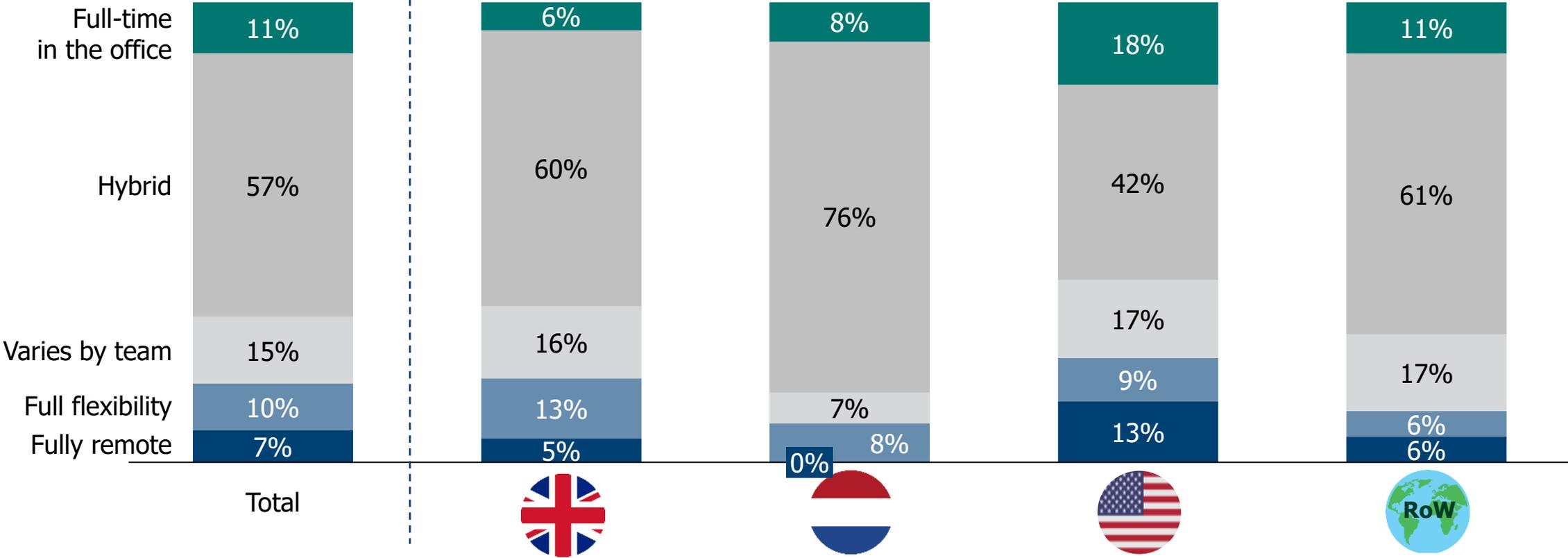
Note: Don't know responses are excluded. Percentages may not add up due to rounding. 2 respondents added into "hybrid" and 1 into "full flexibility" from Other

Source: Eden McCallum Business Outlook Survey Q30 – Thinking now about Ways of Working, and focusing on your company's office workers, which best describes your organisation's current approach?

NL has the highest proportion purely hybrid, while the US has the most at the two extremes – fully remote and full-time in the office

ORGANISATIONS' POLICIES ON OFFICE WORKING (Q4 2025), BY GEOGRAPHY

% of respondents



n: UK: 115; NL: 59; US: 106; RoW: 36

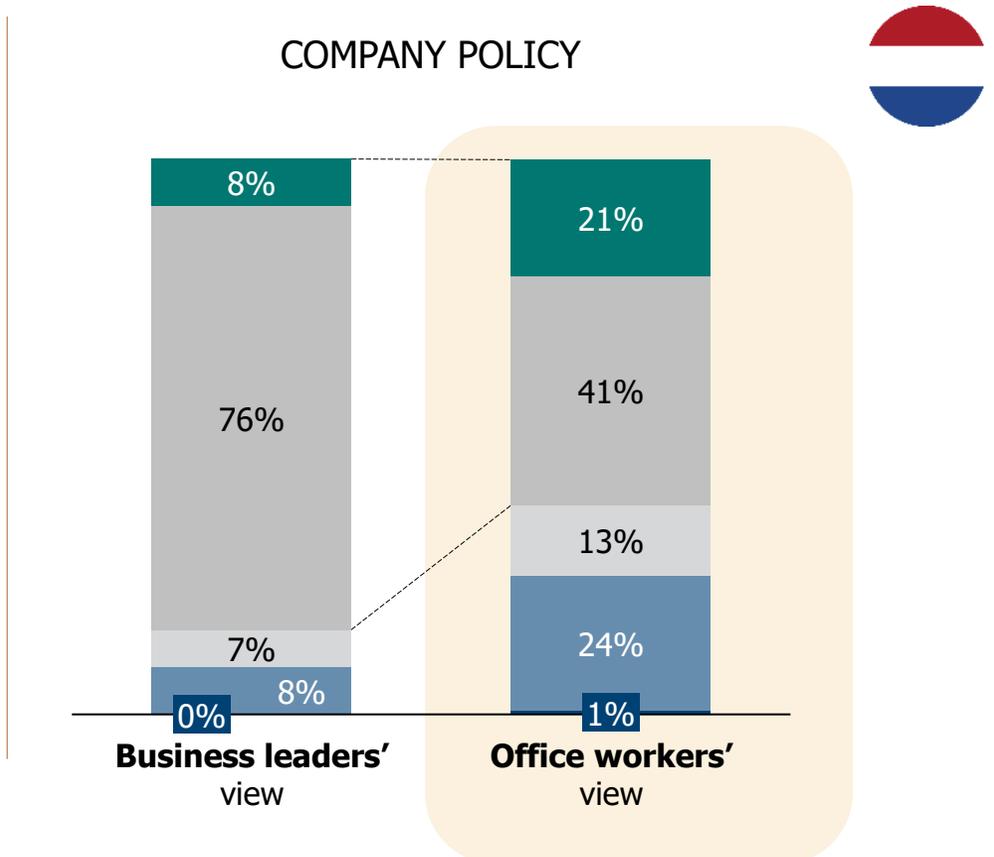
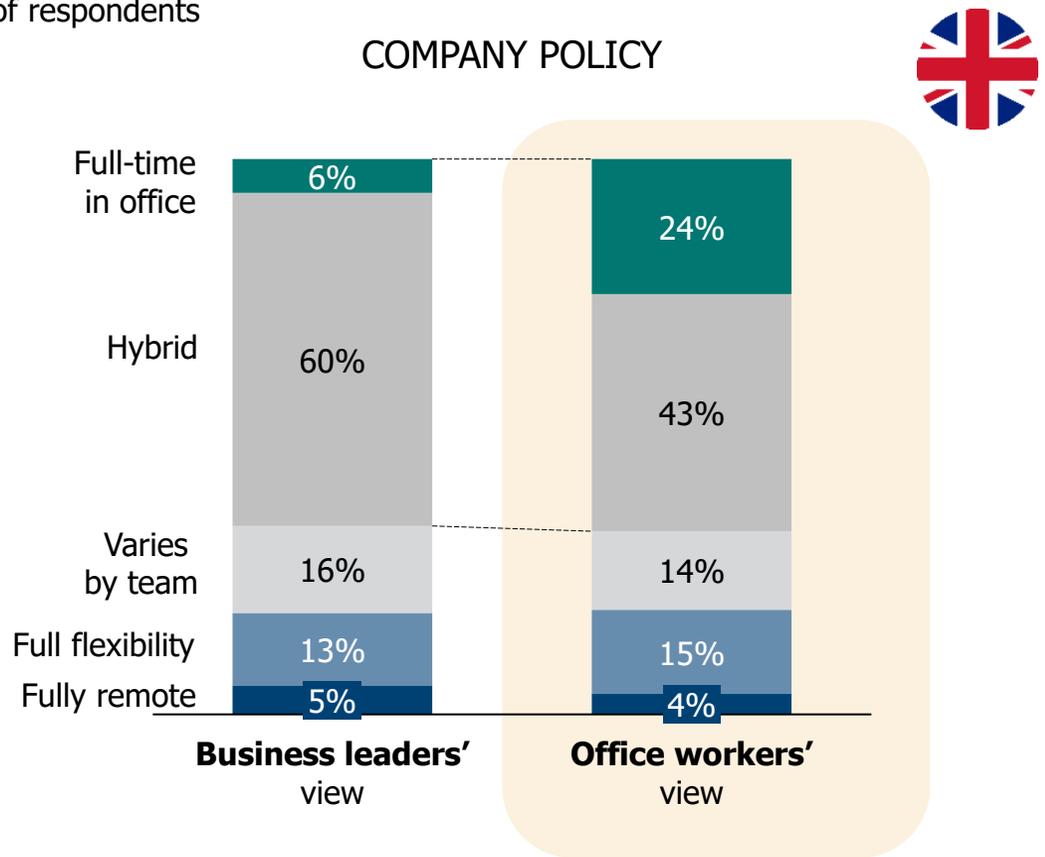
Note: Don't know responses are excluded. Percentages may not add up due to rounding. 2 respondents added into "hybrid" and 1 into "full flexibility" from Other

Source: Eden McCallum Business Outlook Survey Q30 – Thinking now about Ways of Working, and focusing on your company's office workers, which best describes your organisation's current approach? Q3 – In which country do you live?

Interestingly, there is some discrepancy between business leaders' and office workers' views on company policy – in UK & NL, c. 1 in 5 office workers see their company policy as full-time in the office, while few business leaders have that view

BUSINESS LEADERS VS. OFFICE WORKERS: ORGANISATIONS' POLICIES ON OFFICE WORKING (Q3/Q4 2025), NL & UK

% of respondents

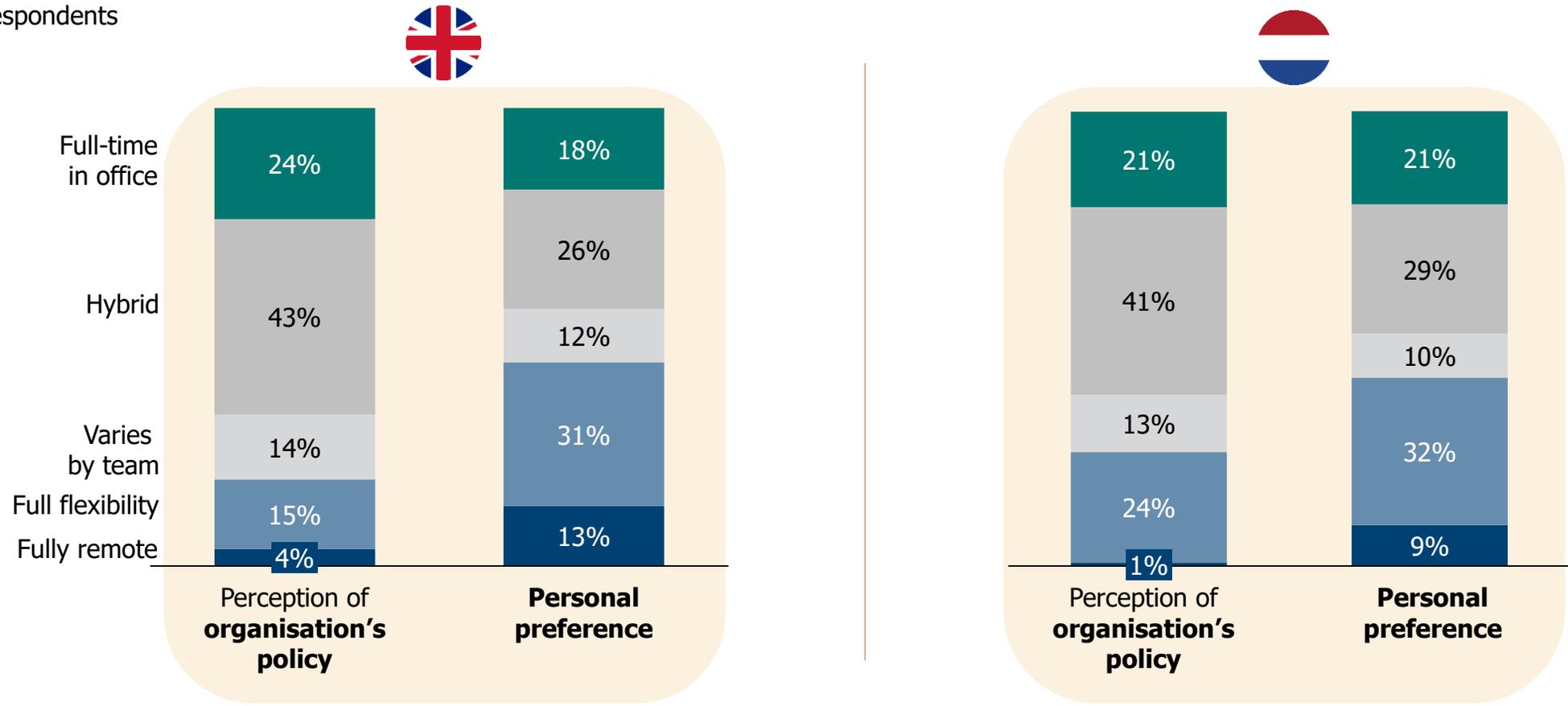


n: Business leaders (Q4 2025): UK: 115; NL: 59; Office workers (Q3 2025): UK: 618; NL: 425
 Note: Don't know or doesn't apply responses are excluded. Percentages may not add up due to rounding
 Source: Eden McCallum & Dynata Consumer Survey Q3 2025: 'Q - Which of the following most closely resembles your company's policy towards working from home and in the office?'; Eden McCallum Business Outlook Survey Q30 – Thinking now about Ways of Working, and focusing on your company's office workers, which best describes your organisation's current approach? Q3 – In which country do you live?

The plurality of office workers (just over 30% in both UK & NL) would like full flexibility – different to their perception of current company policy

OFFICE WORKERS: ORGANISATIONS' POLICIES VS. THEIR PREFERENCES (Q3 2025), UK & NL

% of respondents



n: Office workers (Q3 2025): UK: 618; NL: 425

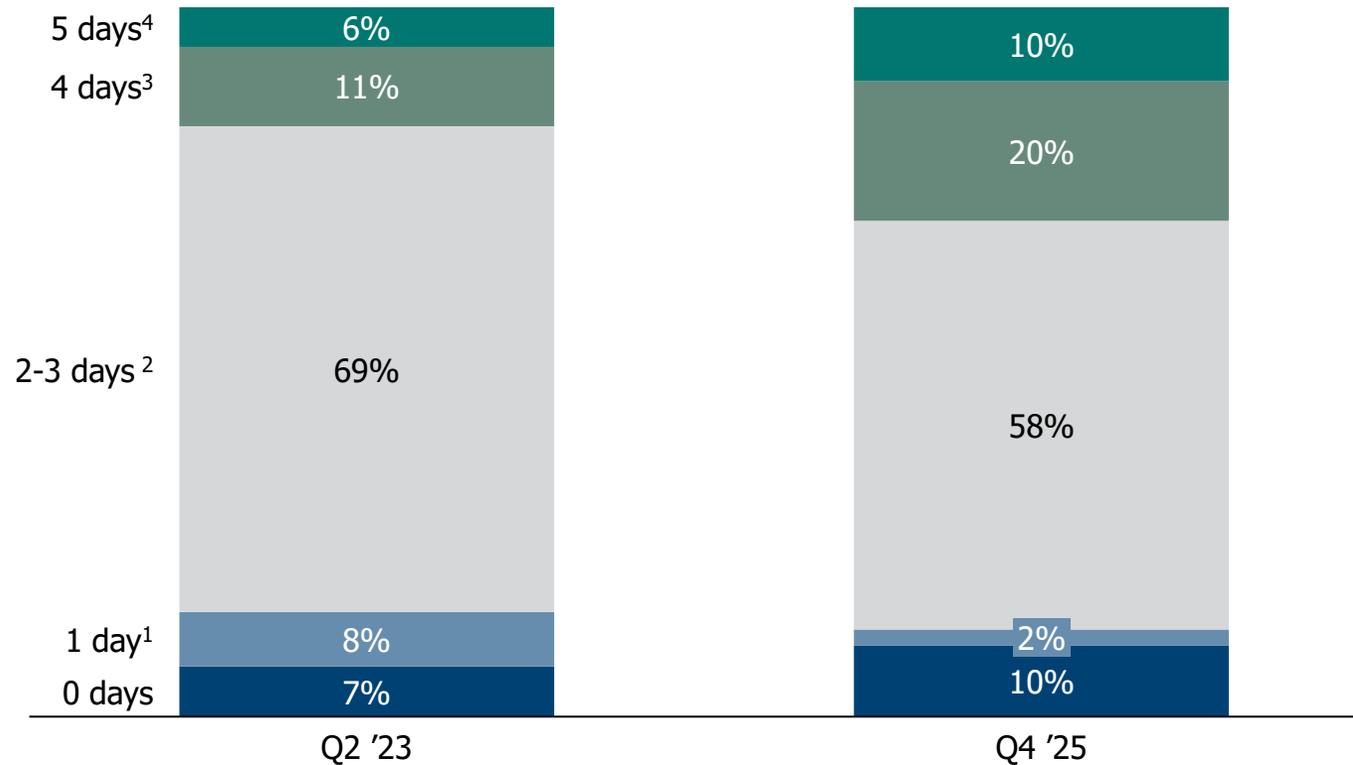
Note: Excludes those who answered 'I don't know / doesn't apply'. Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey Q3 2025: Q - 'If you could set the policy for working from home and in the office for you and your colleagues each week, what would you choose?'; 'Which of the following most closely resembles your company's policy towards working from home and in the office?'

Most organisations' office working expectations are for 2-3 days per week in the office, but more organisations (now 3 in 10) are pushing for 4+ days in the office

AVERAGE DAYS PER WEEK OFFICE WORKERS ARE EXPECTED TO BE IN THE OFFICE (Q2 2023 VS. Q4 2025)

% of respondents



Av. days expected to be in the office:
 Q2 '23: 2.5 days
 Q4 '25: 2.9 days

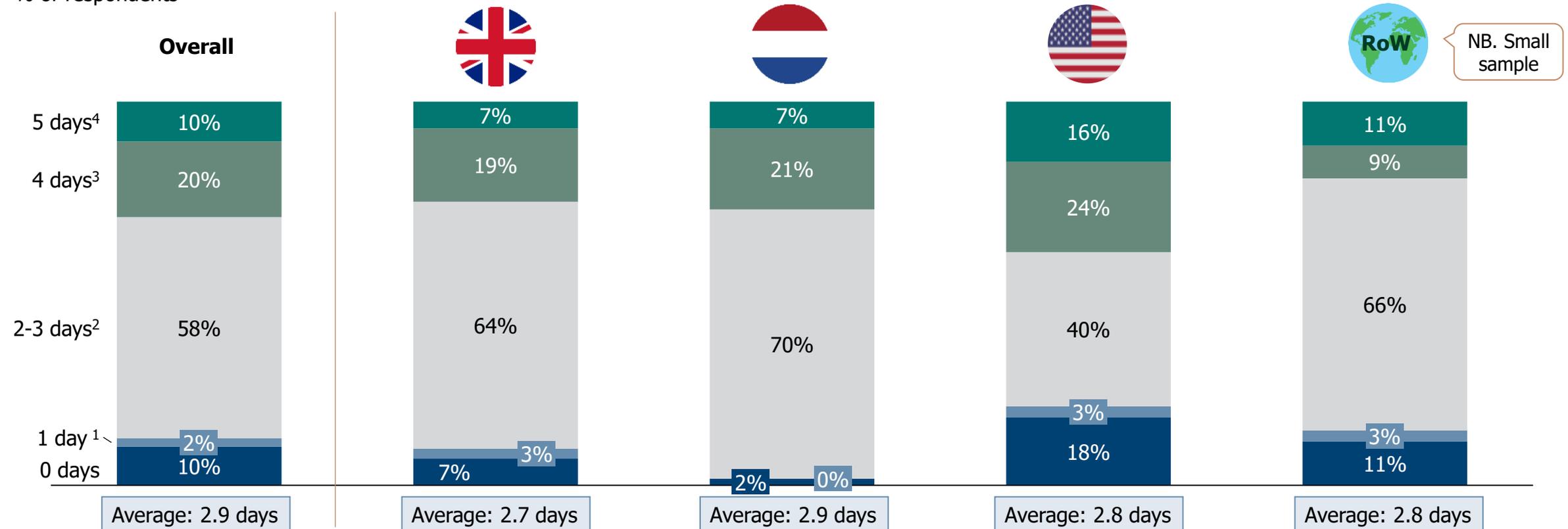
n: Q2 '23: 207; Q4 '25: 309

1) Includes respondents who said 1, 0-1, and 1-2 days; 2) Includes respondents who said 2, 3 and 2-3 days; 3) Includes respondents who said 4, and 3-4 days; 4) Includes respondents who said 5, and 4-5 days. Responses noted as very variable depending on season or level of seniority were excluded. Percentages may not add up due to rounding.

Source: Eden McCallum Business Outlook Survey Q31 – On average, how many days per week are your company's office workers currently expected to be in the office? [Please select one]

Company policy in the US is more office focused (c 40% have a 4 to 5 day per week in-the-office policy) vs c. 20-30% in Europe and elsewhere

AVERAGE DAYS PER WEEK OFFICE WORKERS ARE EXPECTED TO BE IN THE OFFICE (Q4 2025), BY GEOGRAPHY
% of respondents



n: UK: 115; NL: 57; US: 102; RoW:35

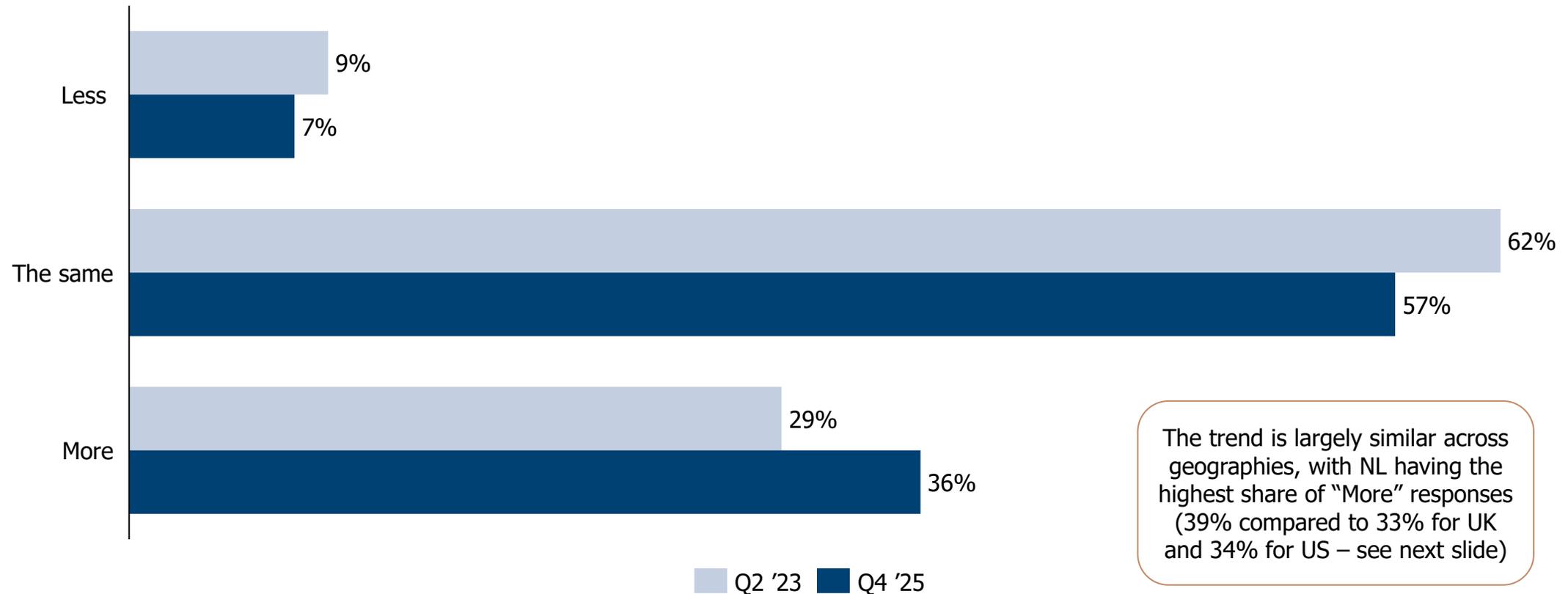
1) Includes respondents who said 1, 0-1, and 1-2 days; 2) Includes respondents who said 2, 3 and 2-3 days; 3) Includes respondents who said 4, and 3-4 days; 4) Includes respondents who said 5, and 4-5 days. Responses noted as very variable depending on season or level of seniority were excluded. Percentages may not add up due to rounding.

Source: Eden McCallum Business Outlook Survey Q31 – On average, how many days per week are your company's office workers currently expected to be in the office? [Please select one] Q3 – In which country do you live?

While most business leaders expect their approach to remain unchanged, fewer do so than in 2023, with more now expecting more days in the office

EXPECTED FUTURE APPROACH (NEXT 1-3 YEARS) TO OFFICE WORKING (Q2 2023 VS. Q4 2025)

% of respondents



n: Q2 '23: 201; Q4 '25: 309

Note: Don't know and N/A responses are excluded

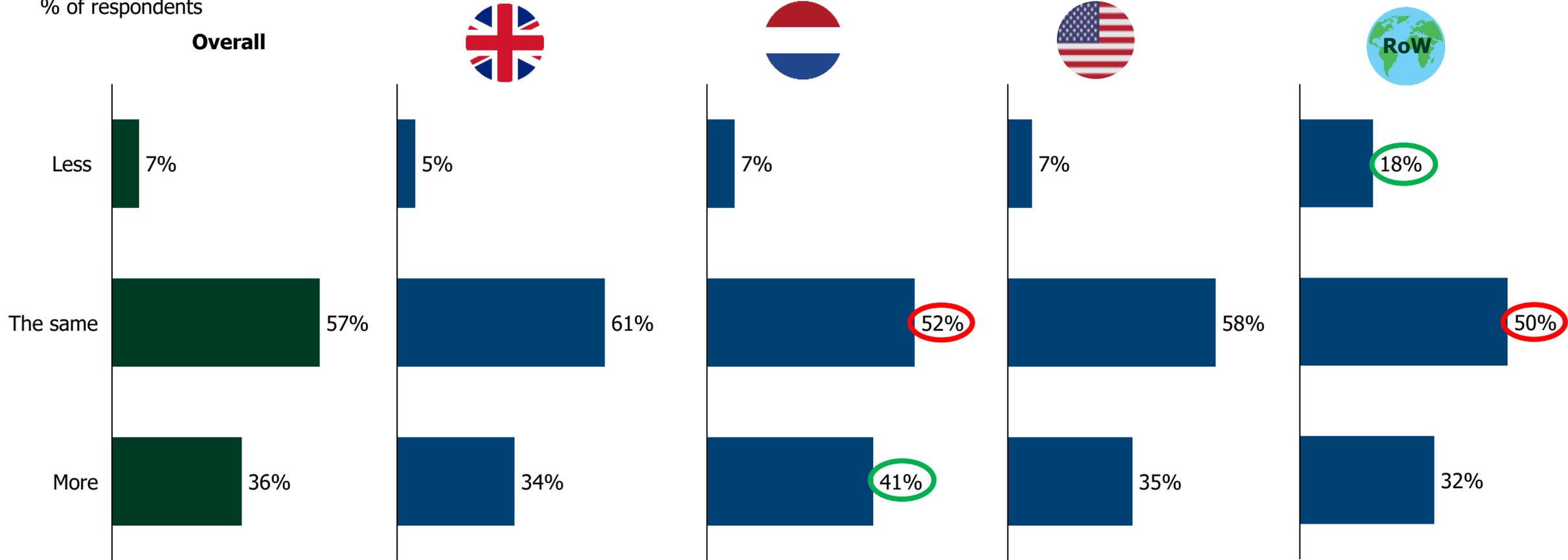
Source: Eden McCallum Business Outlook Survey : Q34 - Thinking now about the future (next 1-3 years), how do you expect your organisation's approach to office working to evolve?

NL has the highest proportion of business leaders who expect more days in the office in future (41%)

EXPECTED FUTURE APPROACH (NEXT 1-3 YEARS) TO OFFICE WORKING (Q4 2025), BY GEOGRAPHY

○ 5ppt or more than overall average
○ 5ppt or less than overall average

% of respondents



n: UK: 114; NL: 58; US: 103; RoW: 34

Note: Don't know and N/A responses are excluded

Source: Eden McCallum Business Outlook Survey : Q34 - Thinking now about the future (next 1-3 years), how do you expect your organisation's approach to office working to evolve? Q3 – In which country do you live?

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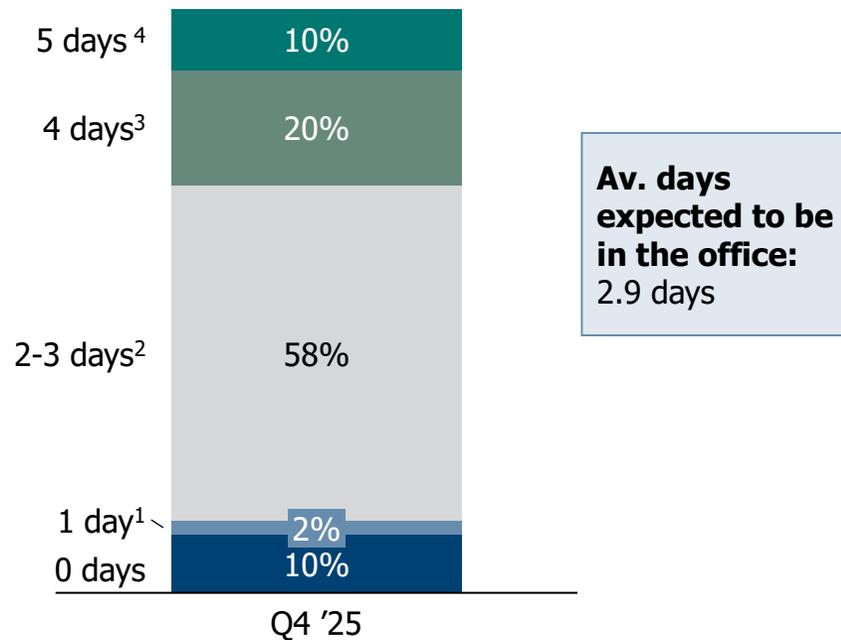


While most organisations' office working expectations are for 2-3 days per week in the office, business leaders' actual time in the office is more bifurcated

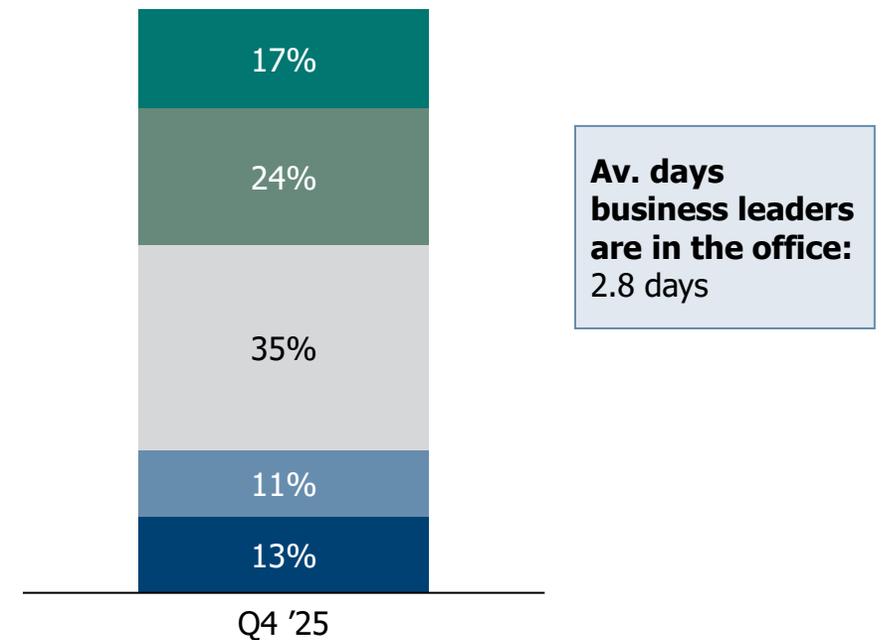
COMPANY POLICY (EXPECTED DPW IN THE OFFICE) VS. BUSINESS LEADERS' DPW IN THE OFFICE (Q4 2025)

% of respondents

Company policy (av. days office workers are expected to be in the office)



Business leaders (av. days business leaders themselves are in the office)



n: Company policy: 309; Business leaders: 314

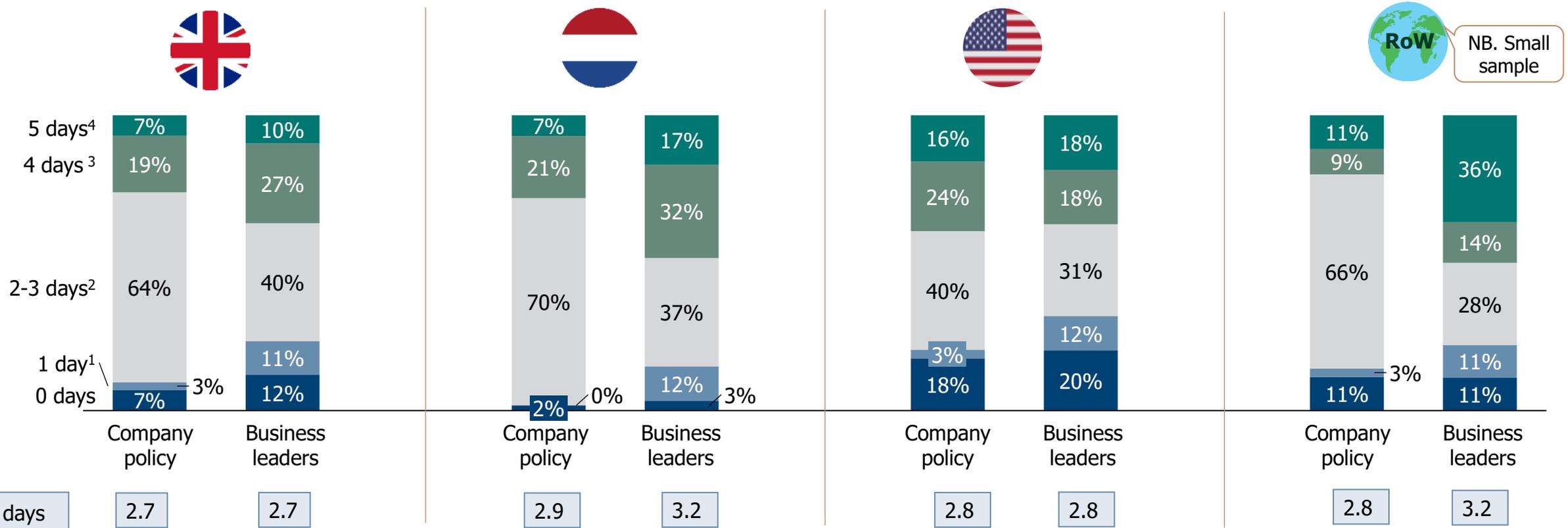
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Source: Eden McCallum Business Outlook Survey Q31 – On average, how many days per week are your company's office workers currently expected to be in the office? [Please select one] Q35 - Lastly, on average, how many days per week do you personally spend in the office? [Please select one]

That bifurcation is true across geographies - with leaders in NL and RoW spending more days in the office while leaders in the UK and US are more likely to be working remotely (0-1dpw in the office)

COMPANY POLICY VS. BUSINESS LEADERS' DPW IN THE OFFICE (Q4 2025), BY GEOGRAPHY

% of respondents



n: Company policy: UK: 115; NL: 57; US: 102; RoW: 35; Business leaders: UK: 115; NL: 60; US: 103; RoW: 36

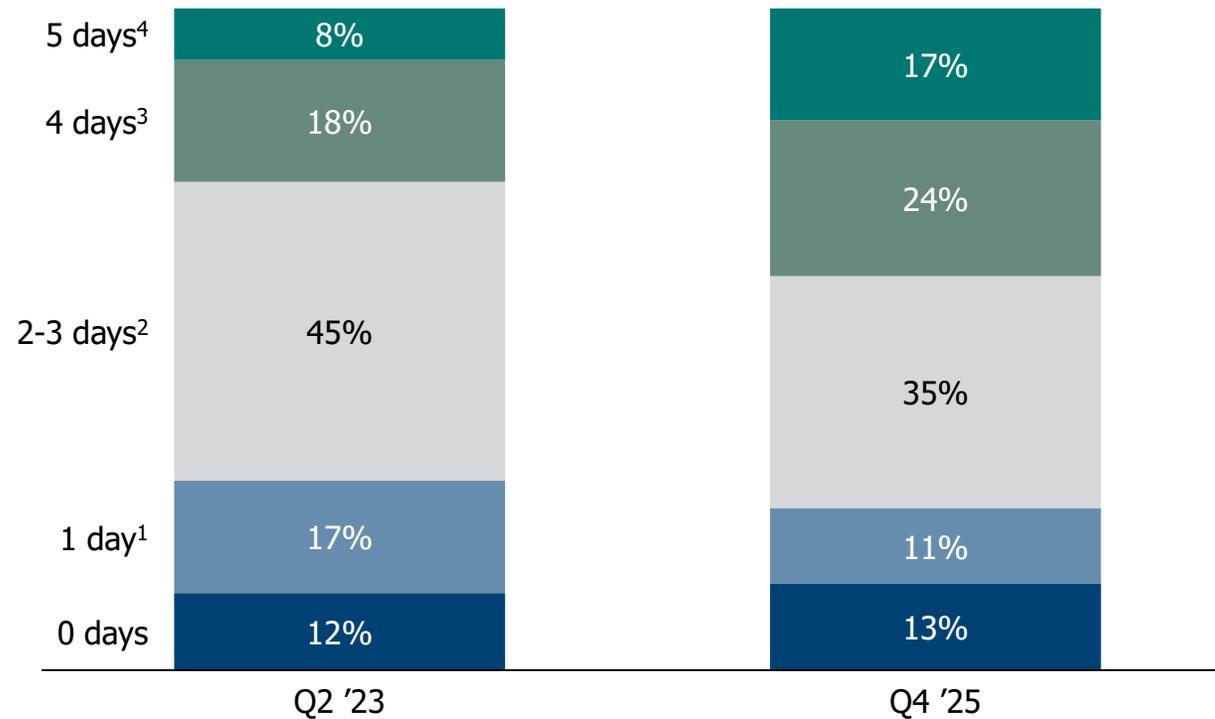
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Source: Eden McCallum Business Outlook Survey Q31 – On average, how many days per week are your company's office workers currently expected to be in the office? [Please select one] Q35 - Lastly, on average, how many days per week do you personally spend in the office? [Please select one] Q3 – In which country do you live?

That bifurcation is also becoming more pronounced over time - just over 40% spend 4+ days per week in the office (up from c. 25% in 2023), although a similar proportion are working mostly remotely

BUSINESS LEADERS' DPW IN THE OFFICE (Q2 2023 VS. Q4 2025)

% of respondents



Av. days business leaders are in the office:

Q2 '23: 2.5 days
Q4 '25: 2.8 days

n: Q2 '23: 207; Q4 '25: 314

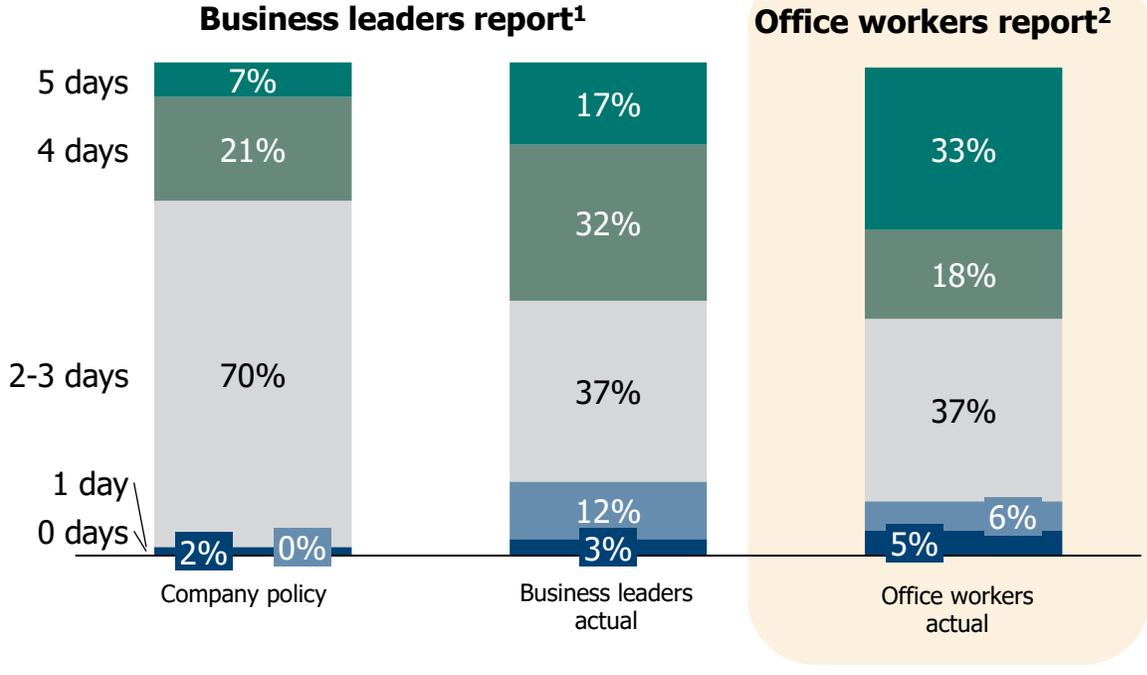
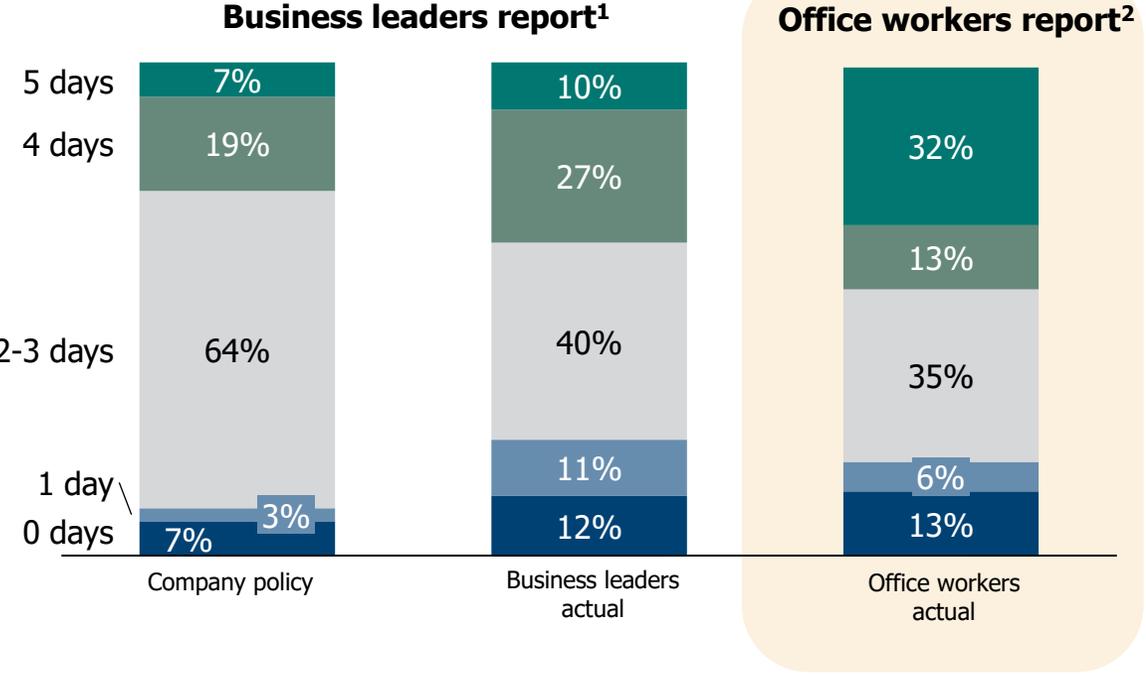
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Source: Eden McCallum Business Outlook Survey Q35 - Lastly, on average, how many days per week do you personally spend in the office? [Please select one]

Office workers report more time in the office than business leaders do, with over 30% saying they work 5 dpw week in the office

COMPANY POLICY VS. BUSINESS LEADERS' VS. OFFICE WORKERS' DPW IN THE OFFICE (Q3/4 2025), UK & NL

% of respondents



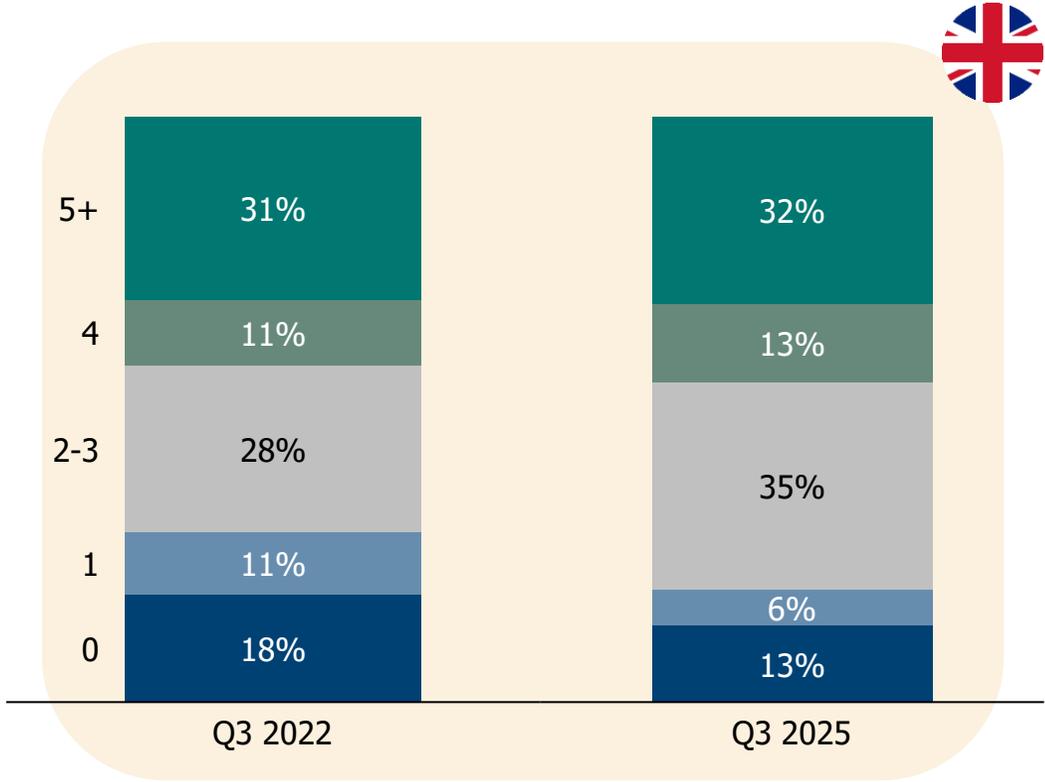
n: UK: Company policy: 115; Business leaders: 115; Office workers: 643. NL: Company policy: 57; Business leaders: 60; Office workers: 450

1 Business leaders' responses were assigned to days in the office based on 1 dpw in office (includes respondents who said 1, 0-1, and 1-2 days), 2-3dpw (includes respondents who said 2, 3 and 2-3 days), 4dpw (includes respondents who said 4, and 3-4 days) and 5+dpw (includes respondents who said 5, and 4-5 days). Responses noted as very variable depending on season or level of seniority were excluded
 2 Data from all respondents including those who do not work 5 days per week. Analysis of only those who do work 5 days per week shows a similar picture. Office workers were asked how many days they worked from home, so for comparison to Business leaders' responses, those who answered 0 were assigned to 5dpw in the office, those who answered 1 were assigned to 4dpw in the office etc; Due to rounding percentages may not sum precisely. Excludes those who answered 'I don't know / doesn't apply')

Source: Eden McCallum Business Outlook Survey Q31 – On average, how many days per week are your company's office workers currently expected to be in the office? [Please select one]; Business Outlook Survey: Q35 - Lastly, on average, how many days per week do you personally spend in the office? [Please select one]; Eden McCallum & Dynata Consumer Survey: In an average week, how many days do you work from home? "How many days do you work in an average week?"

Both NL & UK have seen a decrease in the proportion of office workers who are in the office 0 dpw, while the average number of days in the office has increased

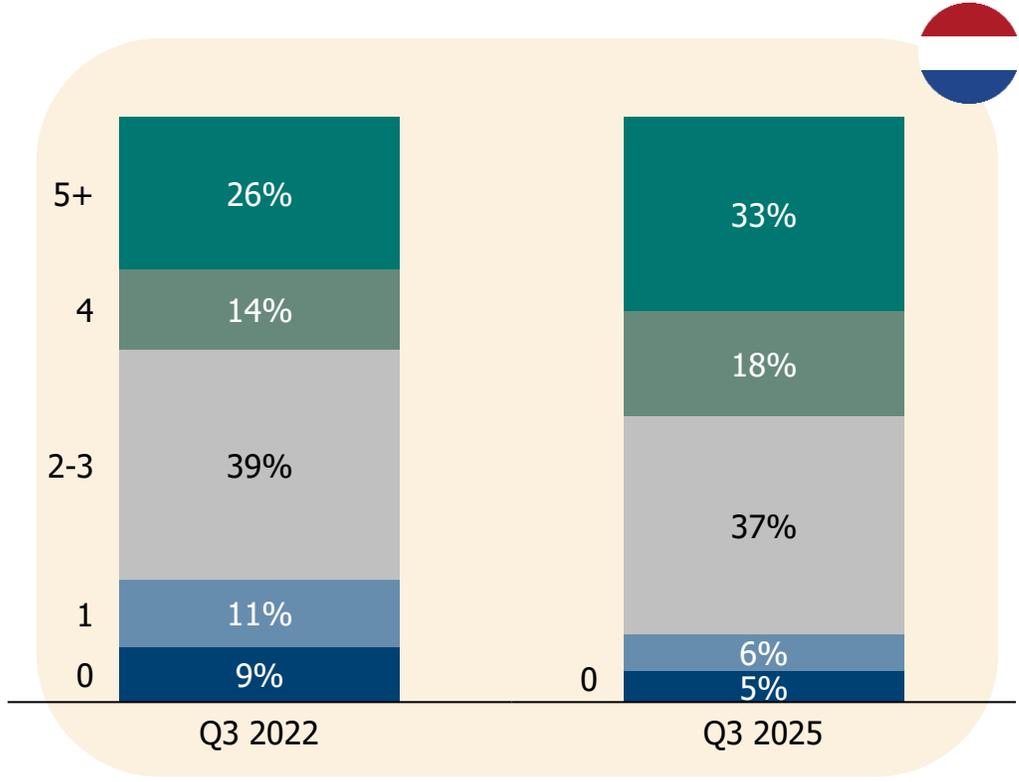
OFFICE WORKERS: AVERAGE DPW IN THE OFFICE (Q3 2022 VS. Q3 2025), UK & NL
% of respondents



Average days in the office:

c.2.8

c.3.1



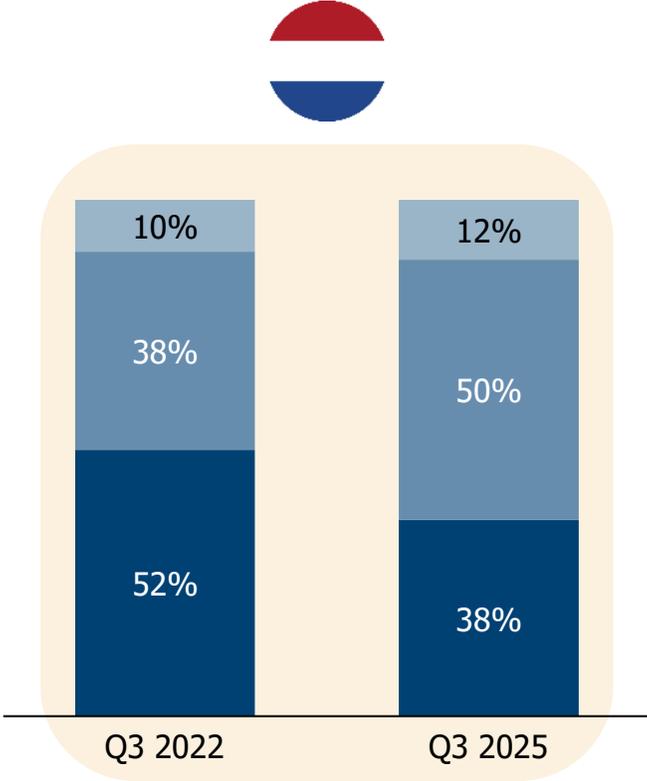
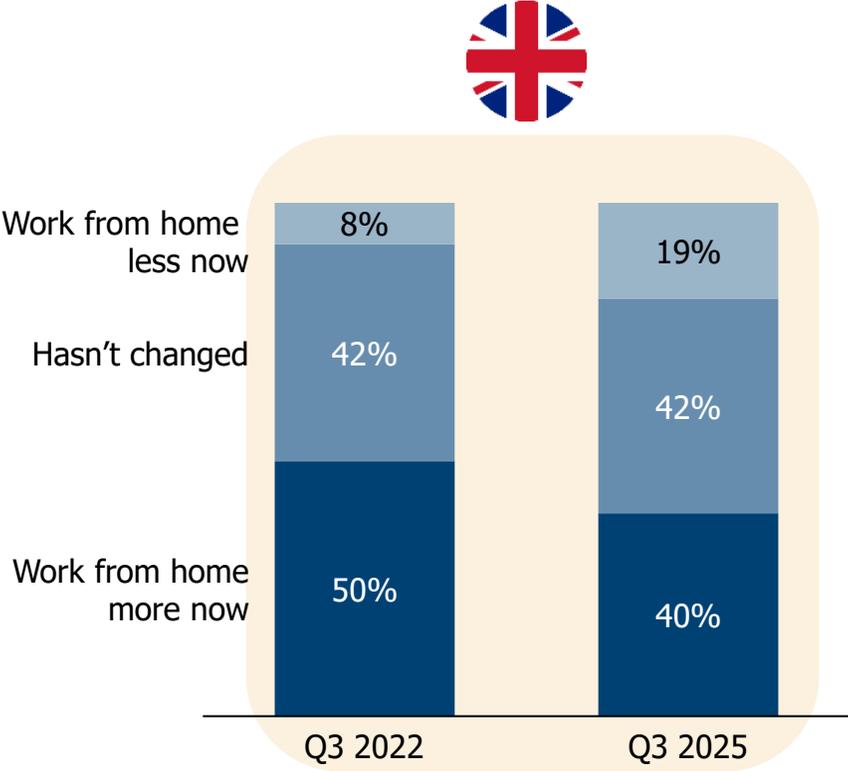
c.3.0

c.3.4

n: UK (Q3 2022: 819; Q3 2025: 643); NL (Q3 2022: 679; Q3 2025: 450)
 Note: Excludes those who answered 'I don't know / doesn't apply'. Data from all respondents including those who do not work 5 days per week. The picture is the same when looking only at those who work 5dpw. Due to rounding percentages may not sum precisely. The data was inverted from days working at home to days in the office
 Source: Eden McCallum & Dynata Consumer Survey: In an average week, how many days do you work from home? How many days do you work in an average week?

In both UK and NL, c. 40% of office workers are now working from home more often than before the pandemic (though down in both markets vs. 2022)

TIME WORKED FROM HOME FOR OFFICE WORKERS NOW VS PRE-PANDEMIC (Q3 2022 VS. Q3 2025), UK & NL
% of respondents

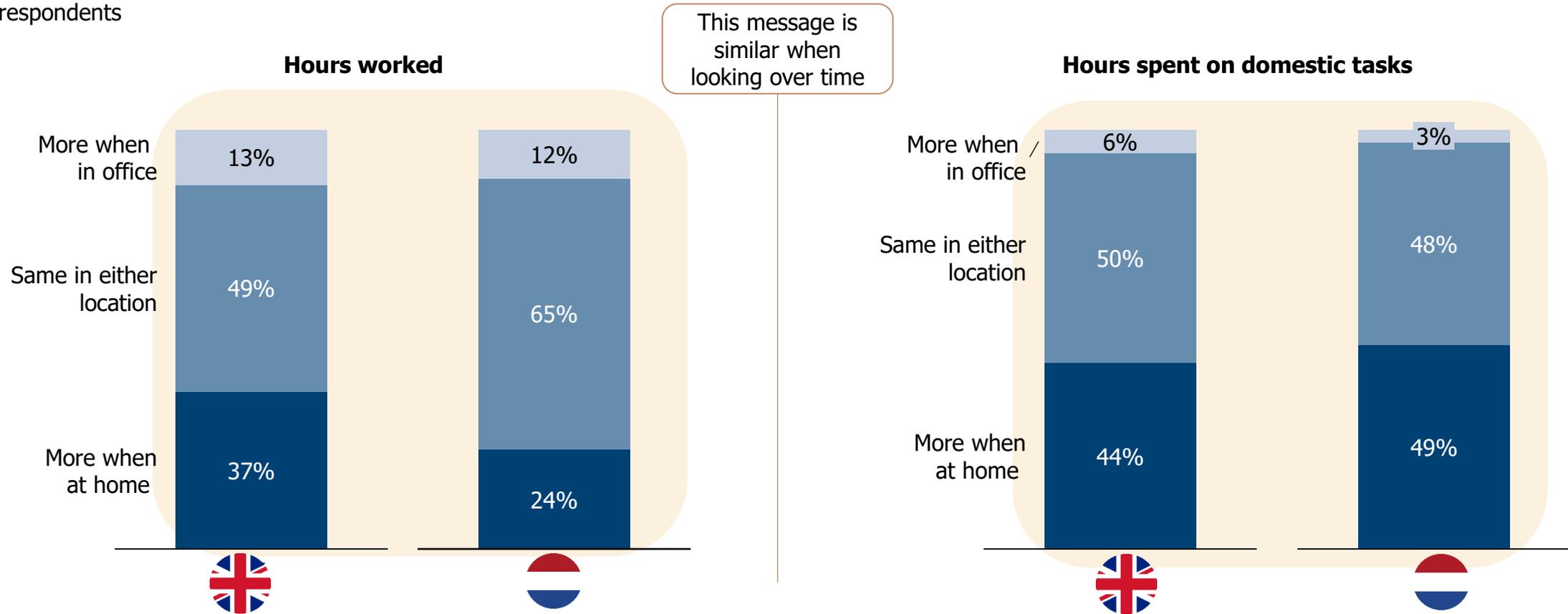


n: UK (Q3 2022: 819; Q3 2025: 643); NL (Q3 2022: 679; Q3 2025: 450)
Note: Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely
Source: Eden McCallum & Dynata Consumer Survey: 'Have the number of days you work from home in an average week changed compared to before the Covid-19 pandemic?'

c 9 in 10 office workers say they work the same or longer hours from home; and 40%+ spend longer on domestic tasks when working from home

OFFICE WORKERS: TIME SPENT WORKING AND ON DOMESTIC TASKS WHILE WORKING FROM HOME VS. IN THE OFFICE (Q3 2025), UK & NL

% of respondents



n: UK: 318; NL: 248

Note: Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey: 'How do your working hours compare on the days you work from home vs the days you are in the office?'; 'How do the hours you spend on domestic / family tasks compare on the days when you work from home vs the days you are in the office?';

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Over two-thirds of business leaders are satisfied with their organisation's current ways of working – regardless of the policy

BUSINESS LEADERS' SATISFACTION WITH THEIR ORGANISATION'S APPROACH TO WAYS OF WORKING (Q4 2025)

% of respondents



The trend is similar across geographies

Most in office

Most remote

NB. Small sample for some sub-groups

n: Full time in office: 35; Hybrid: 181; Varies by team: 46; Full flexibility: 32; Fully remote: 19
 Note: Percentages may not add up due to rounding.

Source: Eden McCallum Business Outlook Survey Q30 – Thinking now about Ways of Working, and focusing on your company's office workers, which best describes your organisation's current approach?, Q32 - As a business leader, how satisfied/dissatisfied are you with your company/organisation's current approach?

Balance and flexibility underpin business leaders' satisfaction for flexibility / remote working, while collaboration and teamwork remain the key sources of friction

KEY REASONS FOR BUSINESS LEADERS' SATISFACTION / DISSATISFACTION WITH CURRENT WAYS OF WORKING

Full time in office	Hybrid - set days/ flexible	Fully remote
<ul style="list-style-type: none"> • Collaboration & coordination "Face to face interaction is essential" (UK) "We need to coordinate constantly" (NL) • Productivity & execution "Boosts productivity and collaboration" (US) "Projects are executed and completed at a significantly higher level" (US) • Culture & focus "Team dynamic is much more strategic and focused" (US) 	<ul style="list-style-type: none"> • Balance between flexibility and coordination "Attracts top talent and provides flexibility. Balance between coordination and flexibility" (UK) • Wider talent pool "The flexibility allows us to recruit from a wider pool" (UK) • Culture, learning & norms (when office time is used well) "In-office time allows collaboration, learning and a way to embed new cultural norms" (UK) • Digital collaboration is 'good enough' for some "We get enough teamwork and collaboration through Zoom and Teams" (RoW) 	<ul style="list-style-type: none"> • Flexibility & satisfaction "Provides great flexibility" (US) "Enhances personal satisfaction"
<ul style="list-style-type: none"> • Cost & rigidity "Forced to meet regulatory requirements at great cost... no investment return" (UK) "Limited flexibility post-Covid for the normal happenings in life" (US) 	<ul style="list-style-type: none"> • Communication inefficiency "Too many emails to replace in-person comms which remain vital" (UK) • Lack of synchronisation "Need to spend more (synchronised) time in the office for collaboration" (NL) • Execution, teamwork & morale concerns "Concerns about productivity, client engagement skills, teamwork and overall morale" (UK) • Hybrid without clarity underperforms "It works but we could optimise communications" (UK) 	<ul style="list-style-type: none"> • Productivity & collaboration "Remote workers are less productive" (US) "Working in silos, complete lack of collaboration" (RoW) • Learning & idea generation "Office presence needs to be mandatory for skill sharing, development and idea generating" (UK)

n: 104

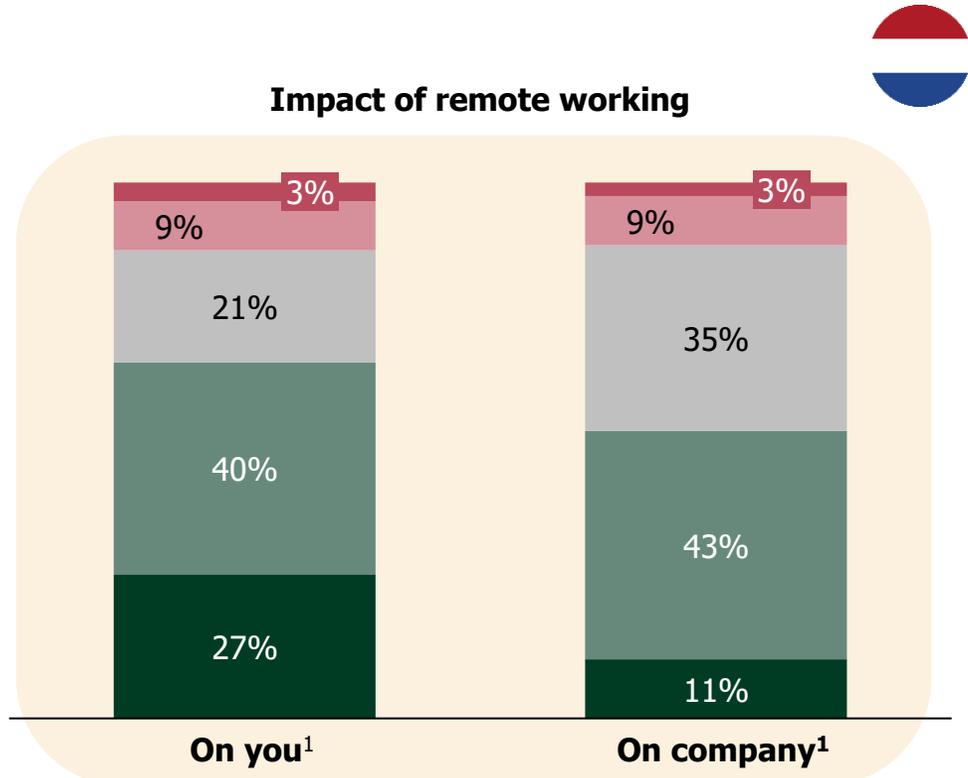
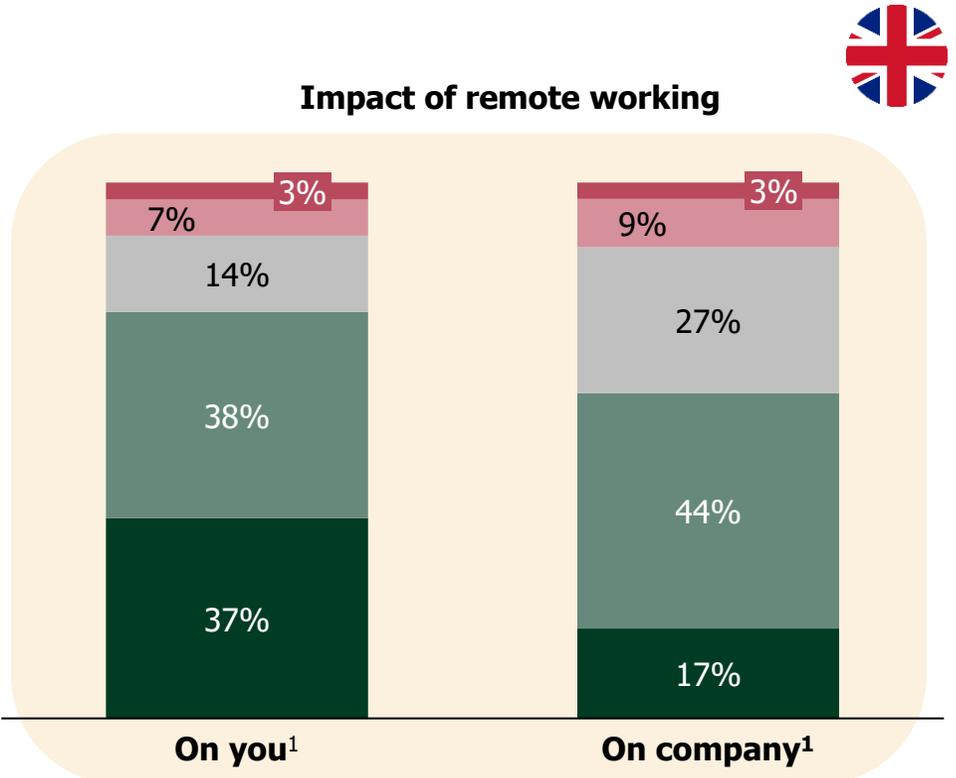
Source: Eden McCallum Business Outlook Survey Q30 - Thinking now about Ways of Working, and focusing on your company's office workers, which best describes your organisation's current approach? Q32 - As a business leader, how satisfied/dissatisfied are you with your company/organisation's current approach? Q33 - Why?

Business Outlook Survey Q2 2025

In both the UK and NL, office workers recognise there are more positives for them than their organisations from remote working

OFFICE WORKERS: IMPACT OF REMOTE WORKING ON THEMSELVES AND THEIR COMPANIES (Q3 2025), NL & UK

% of respondents



Very negative Negative Neutral Positive Very positive

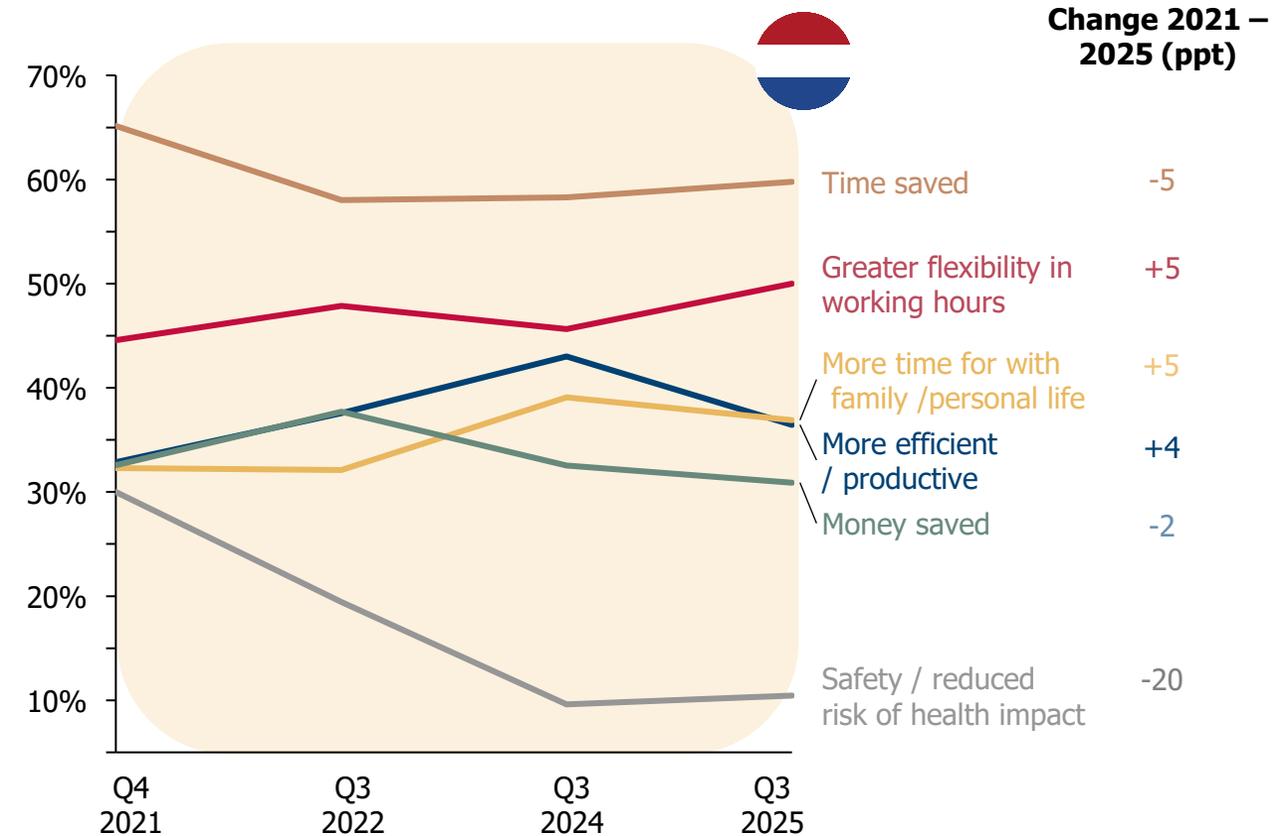
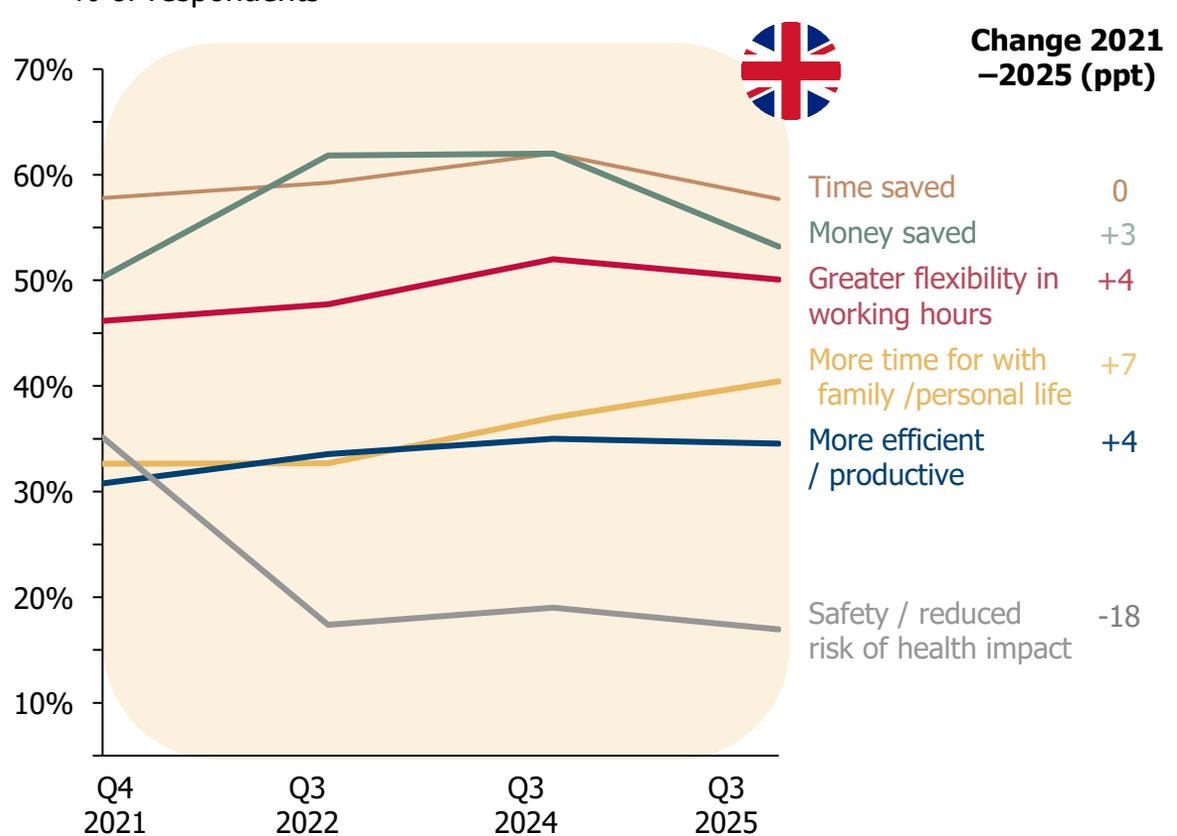
n: Office workers UK: 626; Office workers NL: 435

Note: Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey: 'On balance, what do you think is / would be the overall impact of having the flexibility to work from home - For you personally? For the company overall?'

In the UK and NL, saving time is the top benefit from working at home, whilst flexibility in working hours is also important for many

OFFICE WORKERS: PERCEIVED BENEFITS OF HOME WORKING (Q4 2021–Q3 2025), UK VS NL
% of respondents



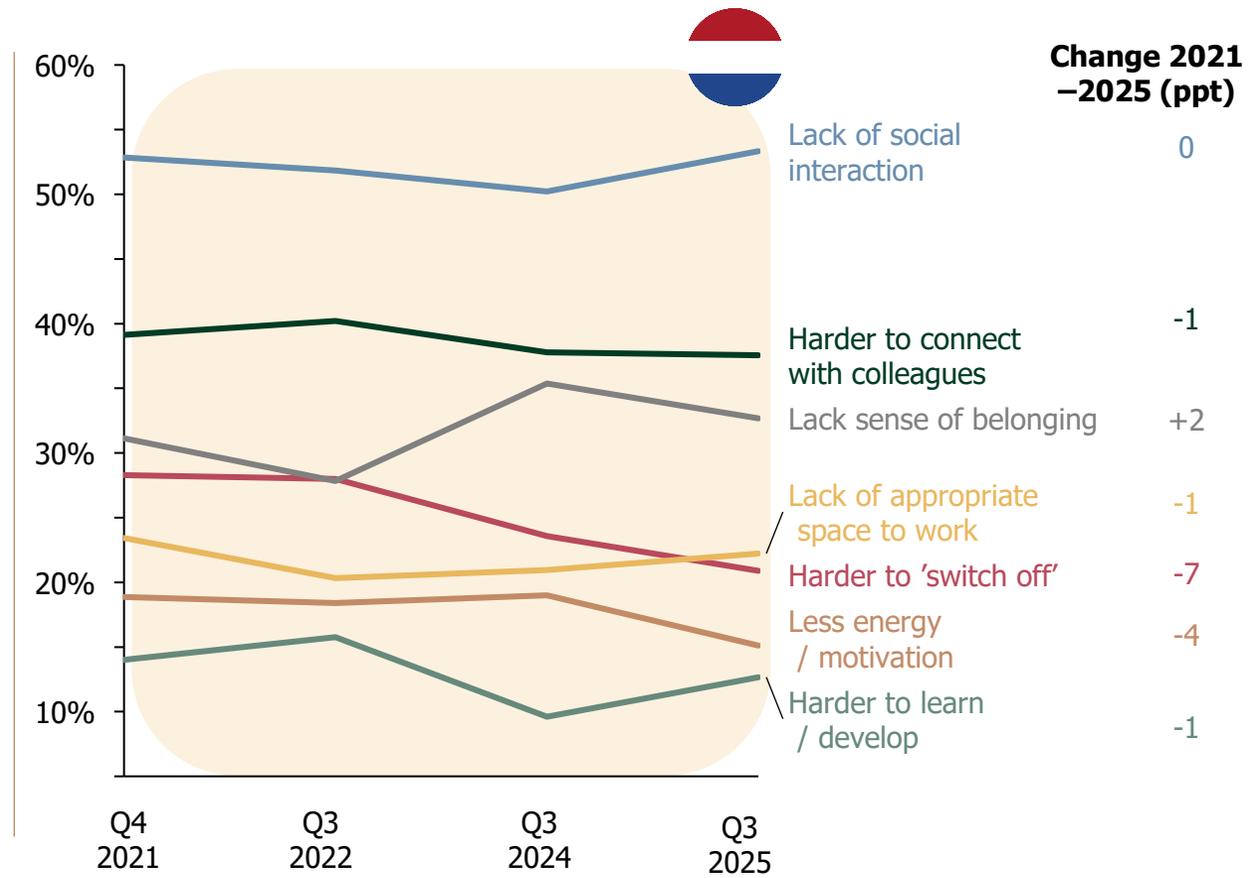
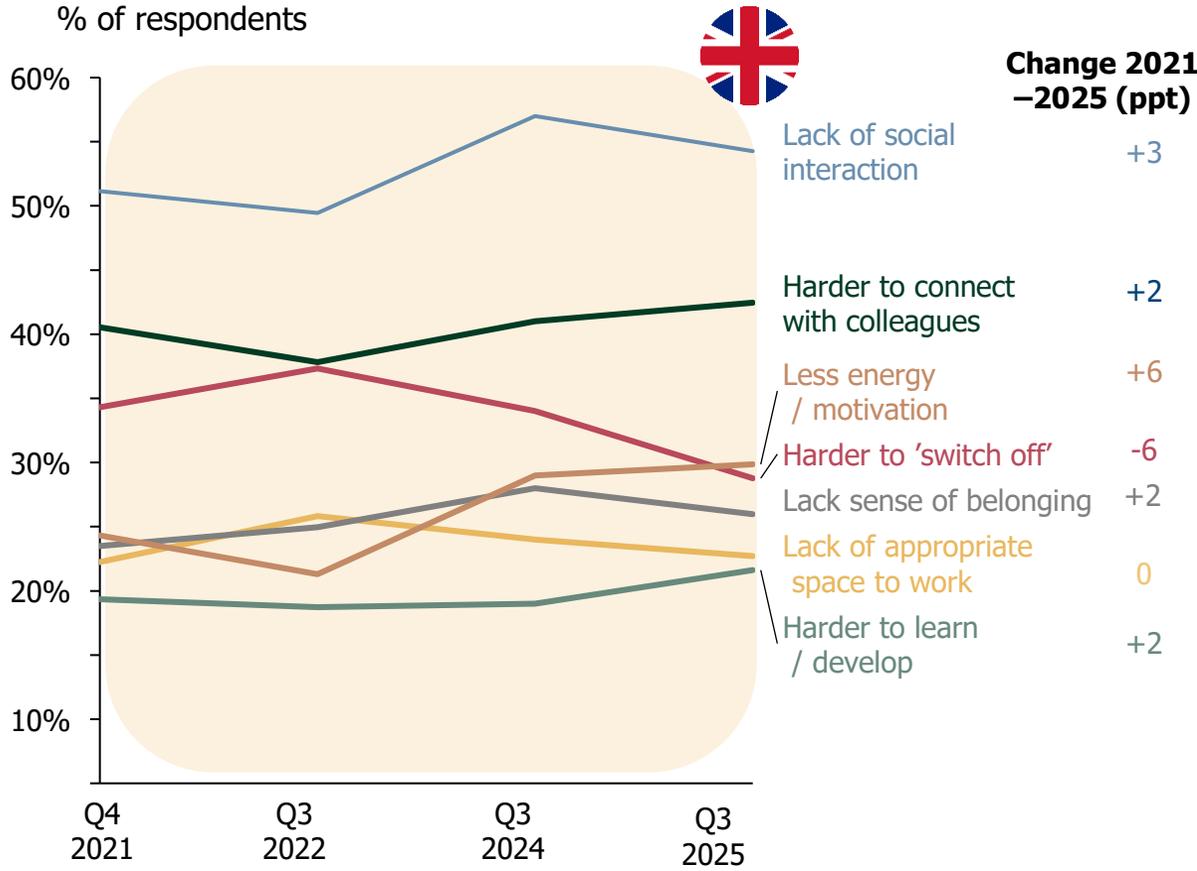
n: UK (Q4 2021: 481; Q3 2022: 819; Q3 2024: 542; Q3 2025: 643); NL (Q4 2021: 350; Q3 2022: 679; Q3 2024: 458; Q3 2025: 450)

Note: † Excludes those who answered 'I don't know / doesn't apply'

Source: Eden McCallum & Dynata Consumer Survey: 'Many people identify potential benefits from home working. What do you consider to be the top 3 benefits?'

Lack of social interaction and connections with colleagues are the biggest perceived downsides of working from home in both NL and UK

OFFICE WORKERS: PERCEIVED NEGATIVES OF HOME WORKING (Q4 2021-Q3 2025), UK VS NL
% of respondents



n: UK (Q4 2021: 481; Q3 2022: 819; Q3 2024: 542; Q3 2025: 643); NL (Q4 2021: 350; Q3 2022: 679; Q3 2024: 458; Q3 2025: 450)

Note: Excludes those who answered 'I don't know / doesn't apply'

Source: Eden McCallum & Dynata Consumer Survey: 'Many people identify potential negatives of working from home. What do you consider to be the top 3 downsides?'

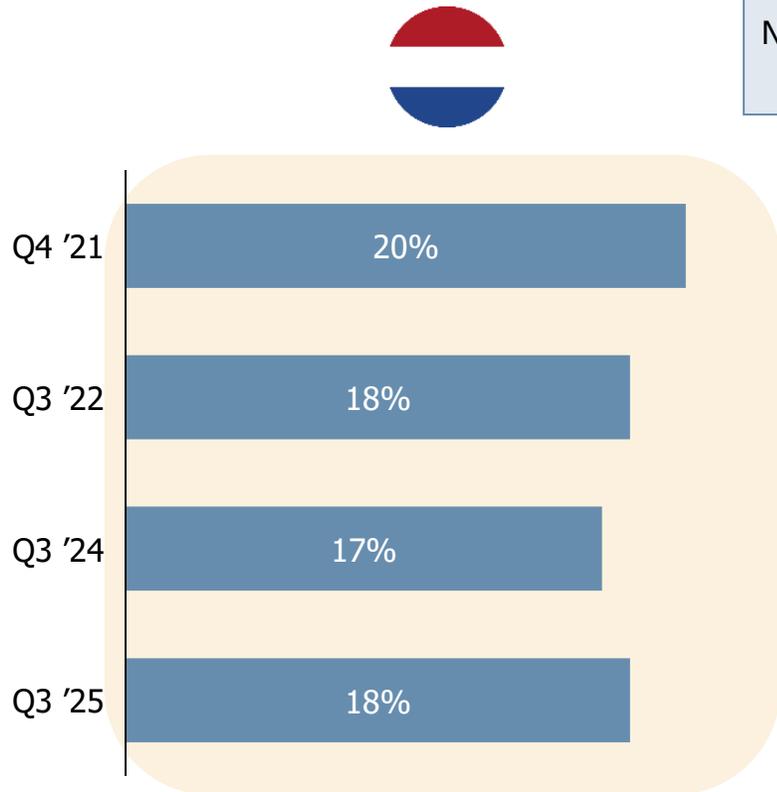
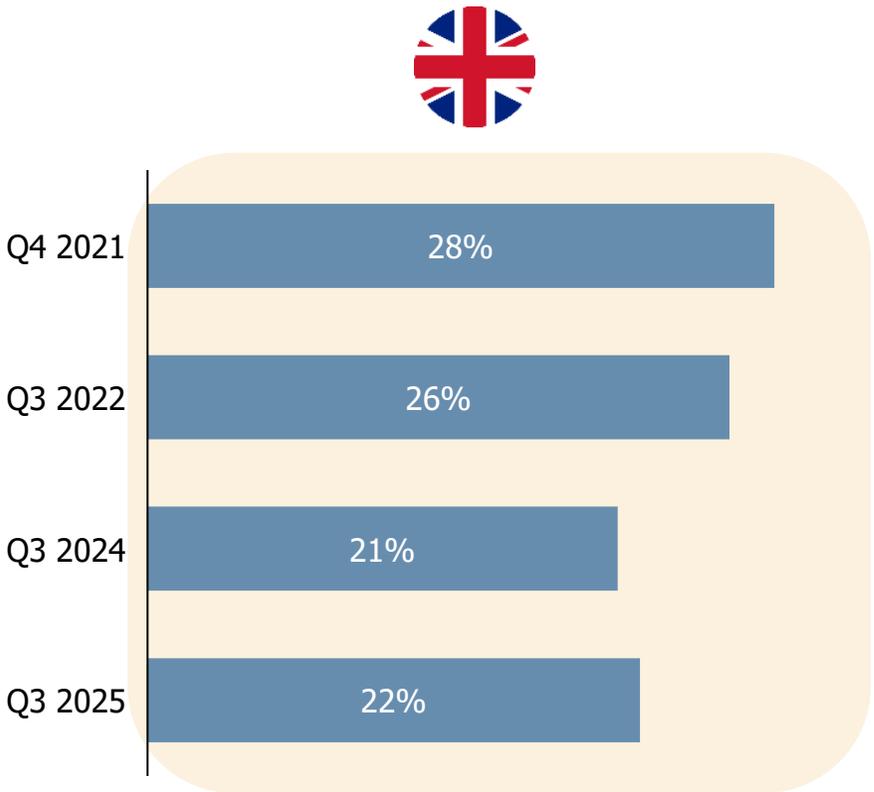
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- Company policies, preferences, and expectations
- Days worked in the office vs. at home
- Satisfaction and perceived impact of remote working
- **Attrition and importance of hybrid working for next role**
- Appendix: sample details



In the UK and NL, approximately one in five office workers are looking to change jobs; this has fallen over time in both countries, but more notably in UK

% OF OFFICE WORKERS CONSIDERING LEAVING THEIR JOBS IN THE NEXT 6-12 MONTHS (Q4 2021-Q3 2025), UK & NL



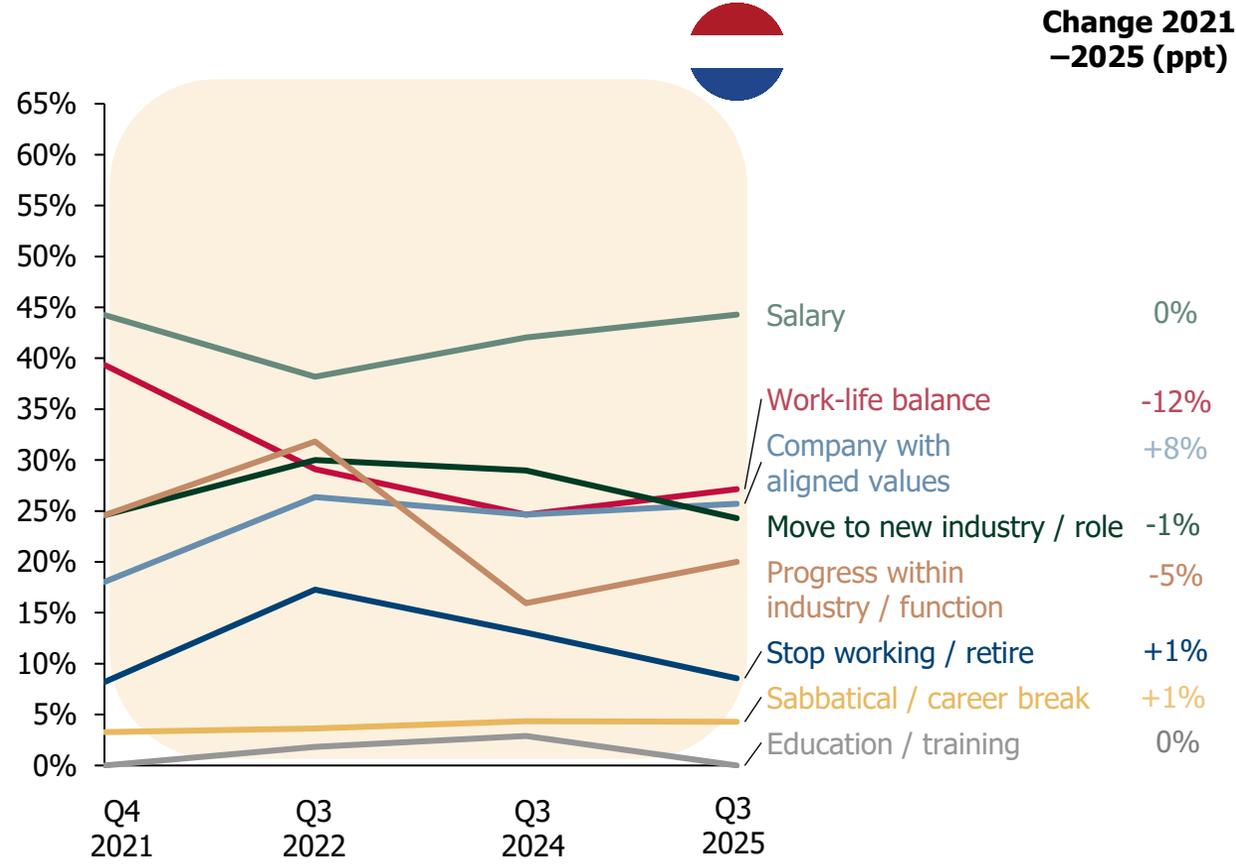
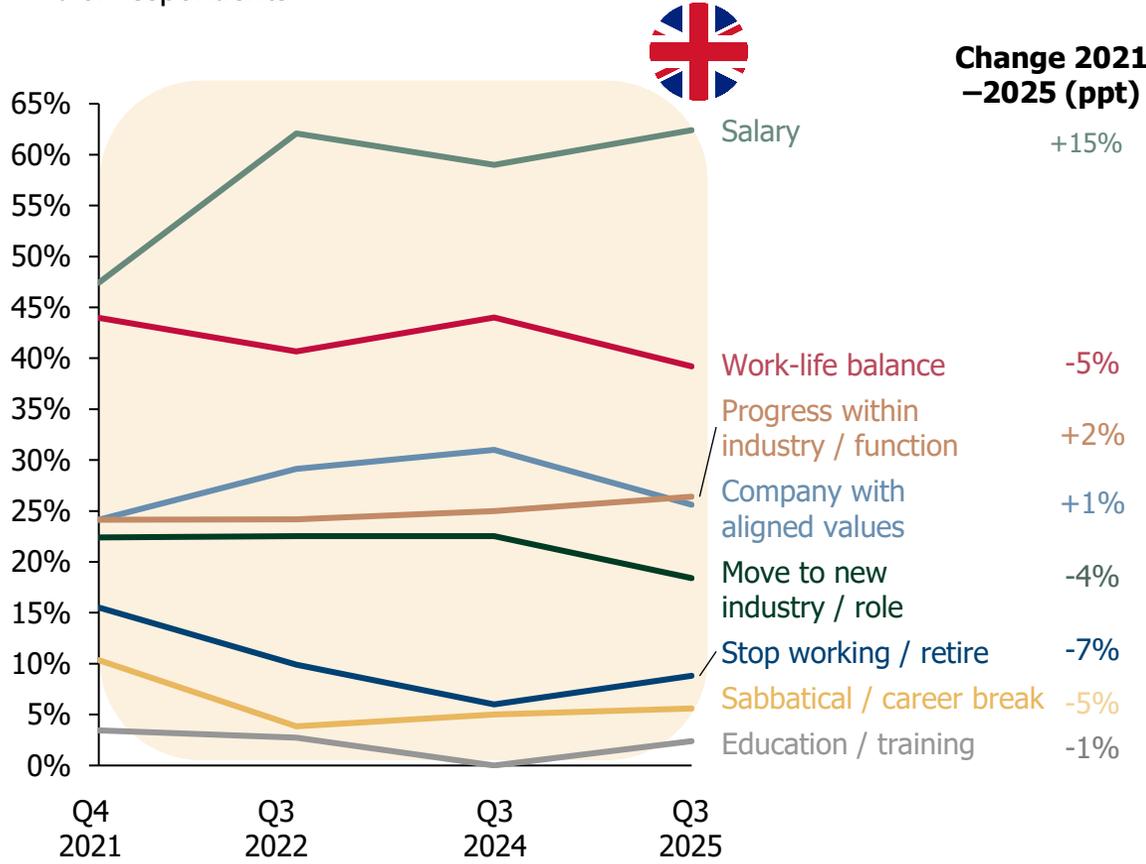
NB: question not asked in 2023

n: UK (Q4 2021: 481; Q3 2022: 819; Q3 2024: 542; Q3 2025: 558); NL (Q4 2021: 350; Q3 2022: 679; Q4 2024: 458; Q3 2025: 395)
Note: 2023 data excluded because this question was not asked in that years' survey; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely
Source: Eden McCallum & Dynata Consumer Survey: 'Are you considering leaving your job in the next 6-12 months?'

Salary remains the main reason for those considering leaving a job in the next 6-12 months; work-life balance is clearly 2nd in the UK, with several factors close 2nd in NL

OFFICE WORKERS CONSIDERING LEAVING THEIR JOB IN THE NEXT 6-12 MONTHS: REASONS (Q4 2021-Q3 2025), UK & NL

% of respondents

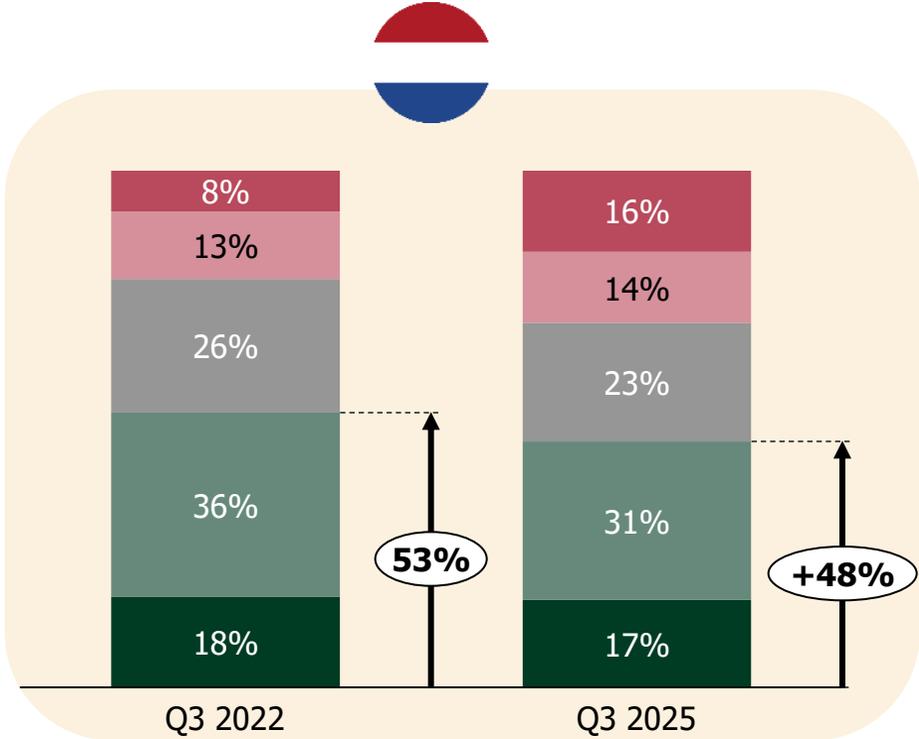
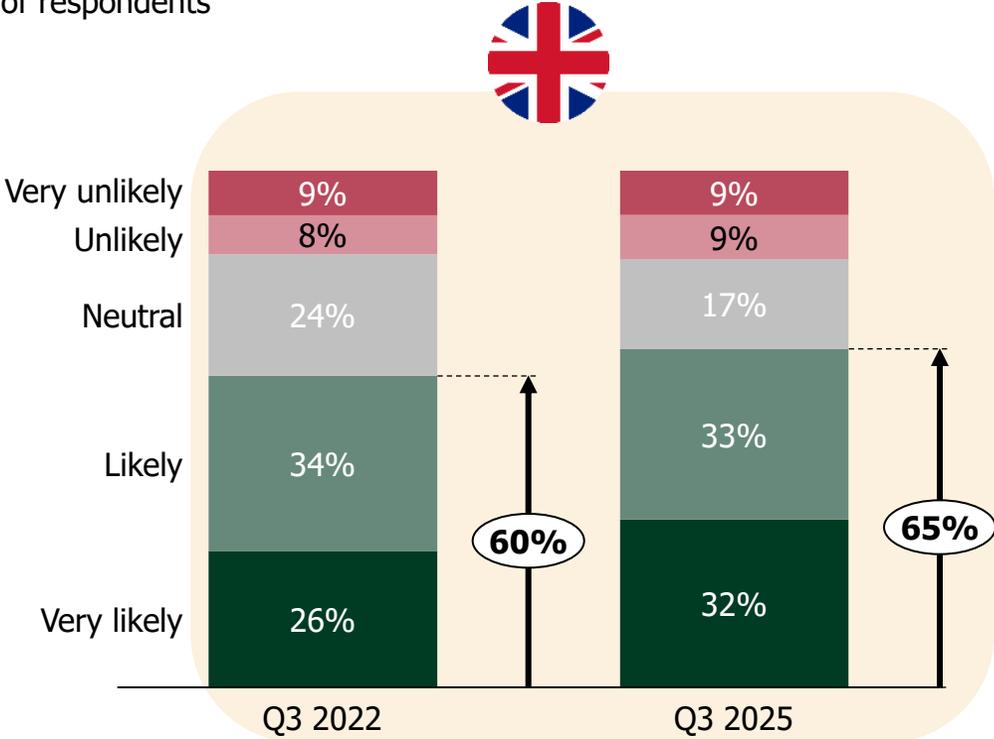


n: UK (Q4 2021: 116; Q3 2022: 182; Q3 2024 = 97; Q3 2025 n = 125); NL (Q4 2021: 61; Q3 2022: 108; Q3 2024: 69; Q3 2025: 70)
 Note: Excludes those who answered 'I don't know / doesn't apply'
 Source: Eden McCallum & Dynata Consumer Survey: 'Why are you considering leaving your job?'

Office workers' willingness to work anywhere in their home market if hybrid is an option varies – it has reached its highest level in the UK at over 65% but has fallen in NL to below 50%

OFFICE WORKERS: WILLINGNESS TO WORK ANYWHERE IN THEIR HOME MARKET WITH HYBRID WORKING (Q3 2022 VS. Q3 2025), UK & NL

% of respondents



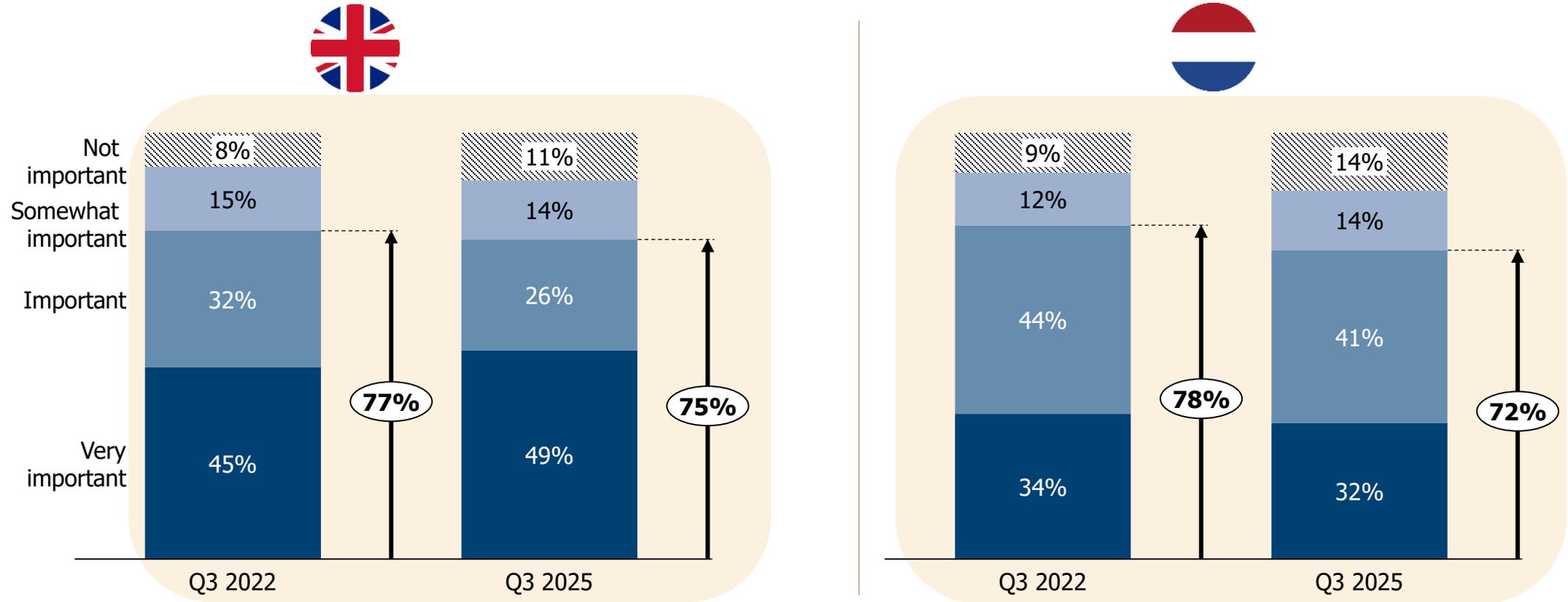
n: UK (Q3 2022: 819; Q3 2025: 594); NL (Q3 2022: 679; Q3 2025: 414)

Note: Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey: 'When you next change your job, how likely would you be to consider looking for jobs anywhere in the country if they offer you the flexibility to work from home at least some of the time?'

In both markets, three-quarters of office workers see hybrid working as important when considering their next role; with half in the UK saying this is 'very important'

OFFICE WORKERS: IMPORTANCE OF HYBRID WORKING FOR NEXT ROLE (Q3 2022 VS. Q3 2025), UK & NL
% of respondents



n: UK (Q3 2022: 819; Q3 2025: 595); NL (Q3 2022: 679; Q3 2025: 414)

Note: Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey: 'Thinking about the next time you change your job, how important will it be that your new employer offers you the flexibility to work from home at least some of the time?'

Contents

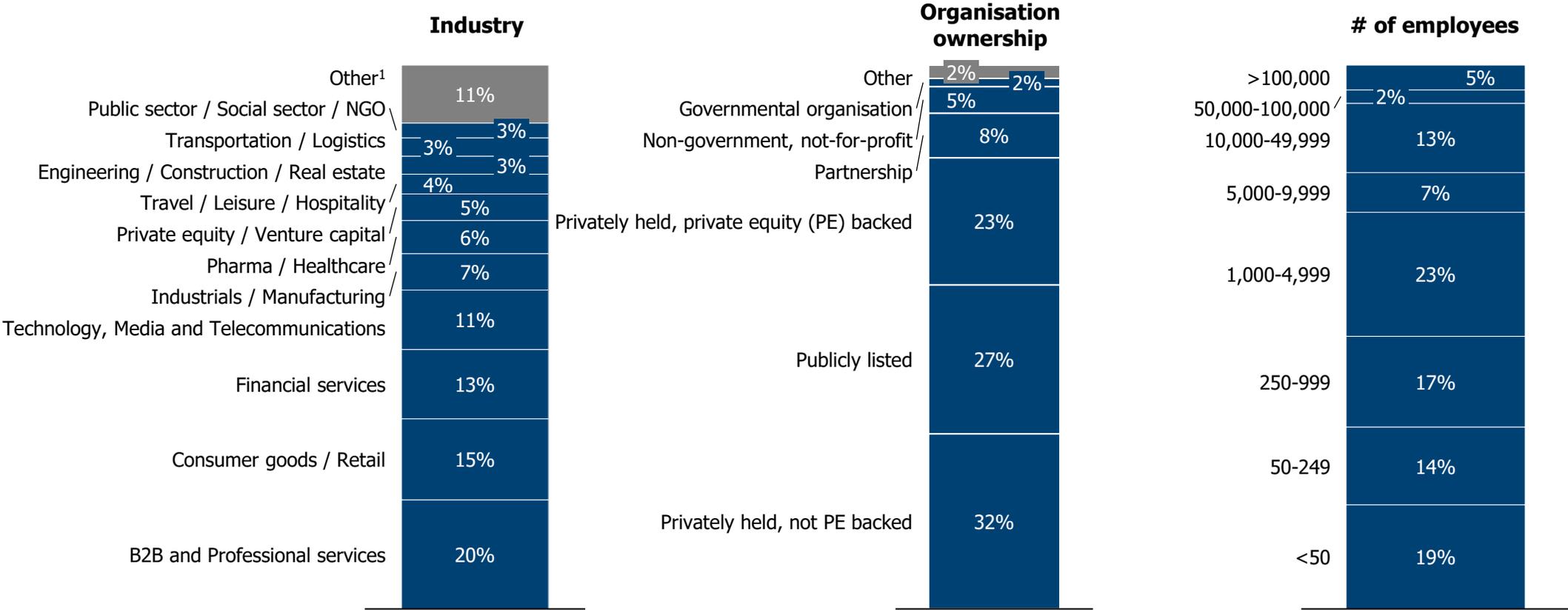
- Company policies, preferences, and expectations
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- **Appendix: Sample details**



Survey sample information – Business Leaders Survey [1 of 2]

KEY FACTS ABOUT THE SAMPLE SURVEY RESPONDENTS' ORGANISATIONS

% of respondents



n: 329

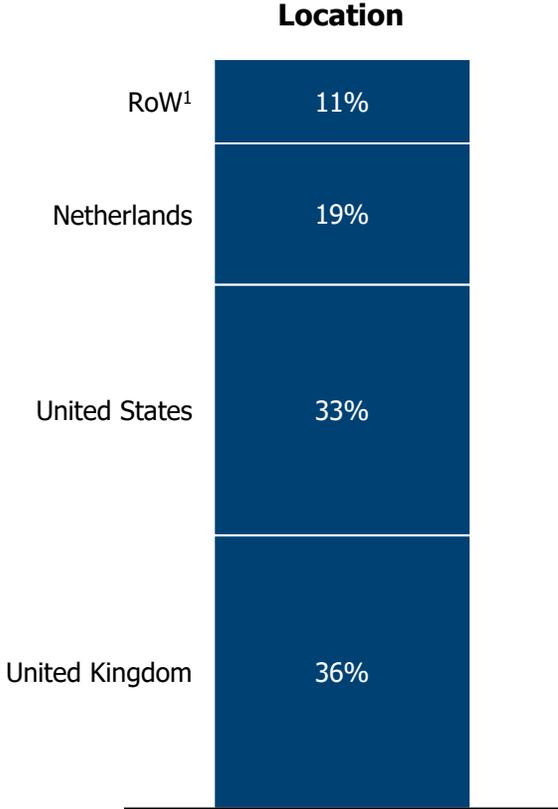
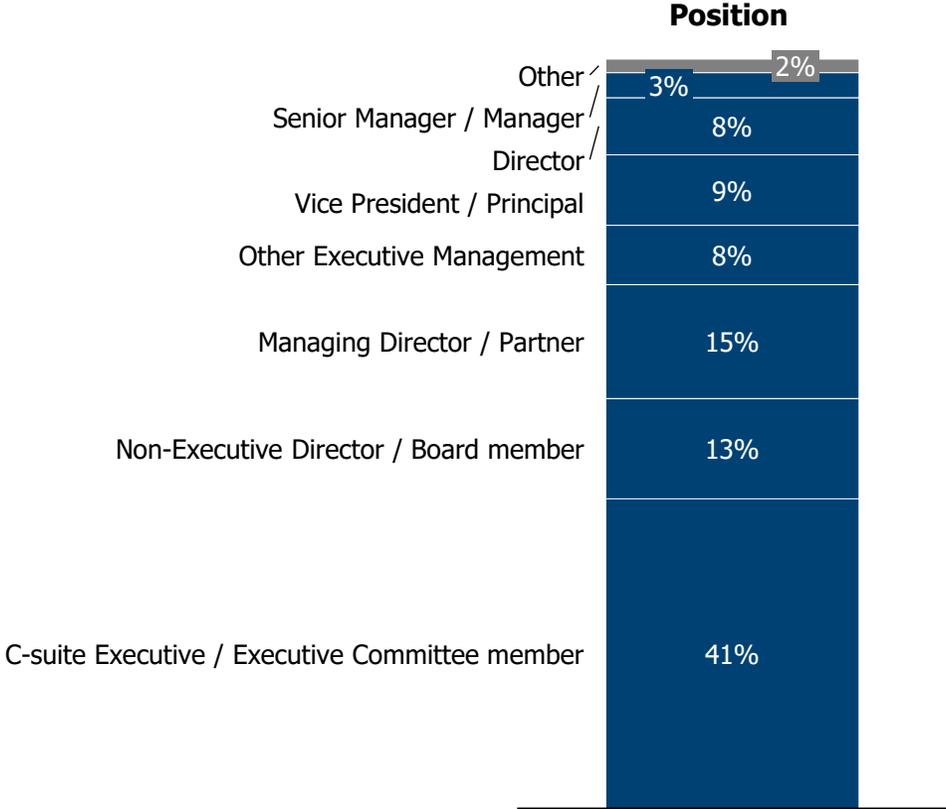
¹ Other includes Energy / Utilities at 2% and Primary industries (mining, forestry, agriculture, etc.) at 2%

Source: Eden McCallum Business Outlook Survey: Q1 - Which industry is your company / organisation in?; Q4 - How would you best describe your organisation? Please select one.; Q2 - How many people does your company / organisation employ in total?

Survey sample information - Business Leaders Survey [2 of 2]

KEY FACTS ABOUT THE SAMPLE SURVEY RESPONDENTS

% of respondents



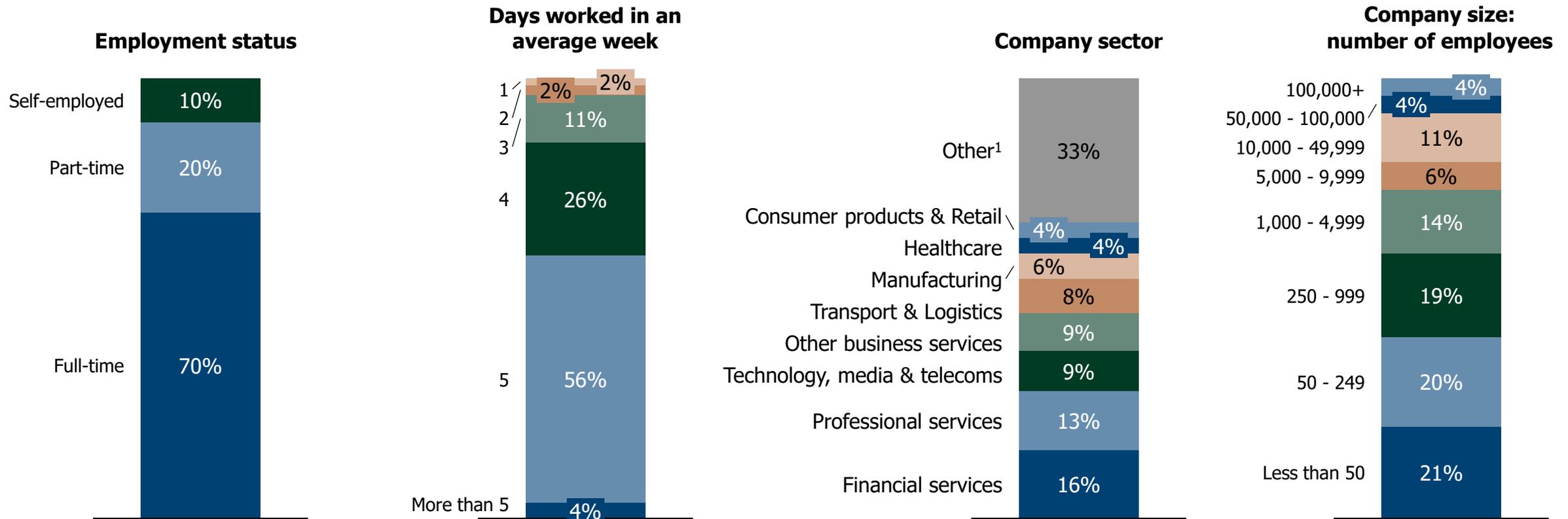
n: 329
 (1) RoW n of participants = 8% Europe (ex-UK and NL); 3% other
 Source: Eden McCallum Business Outlook Survey: Q5 - Which of the following best describes your role within your organisation?; Q3 – In which country do you live?



Survey sample information – Consumer survey: Office workers: NL

NL WAYS OF WORKING: OFFICE WORKERS

% of respondents



n: Employment status: 450; Days worked: 450; Company sector: 450; Company size: 430

¹ 'Other' includes Construction & Real Estate; Education & Social Services; Travel, Tourism & Leisure; Automotive, Agriculture, Utilities, Oil & Gas; and Mining

Note: Excludes those who answered 'I don't know' / 'Prefer not to say'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata Consumer Survey: 'How would you describe your employment status?'; 'How many days do you work in an average week?'; 'What is your company's main line of business?'; 'How many people does your company employ in all of its locations?'