UNIVERSITY OF ALBERTA
ALBERTA SCHOOL OF BUSINESS

WINTER CAREER FAIR

Student Preparation Guide

Jan 24, 2019 10AM-3:30PM
Business Building University of Alberta
What To Expect

Jan 24, 2019 10am - 3:30pm
Stop by before, after, or In-between your classes
5th Floor Business AND Business Atrium
50 Exhibitors Rapid Resume Review Co-op Jobs Summer Jobs Full Time Jobs

Career Fair Basics

Prepare - Research the organization and the job opportunities (check CareerConnect) they are recruiting for (if applicable). Use your research to prepare conversations for the recruiters.

Ask meaningful questions. Meaningful questions generate discussion and do not have a simple “yes or no” answer. Don’t ask “what jobs do you have?” this information is easily found online and does not generate discussion.

Dress for success. Your dress should be business casual. Think clean well-fitting pants and button-up shirt or blouse.

Bring a notebook. Write down the names of the recruiters you spoke with, as well as details about your conversations. This helps you prepare your application documents and connect with recruiters on LinkedIn (or email).

Introduce yourself and make sure that you listen for their name, offer a firm handshake, make eye contact. Smile.

Listen - Listen to the questions others ask and listen to the responses the recruiters provide.

Remember your manners. Allow others to speak, don’t monopolize the conversation, this is poor etiquette and is noticed by the recruiters. No chewing gum. Turn off your phone.

Break away from the group and speak with the recruiters as an individual, not in a group with your friends. You want the recruiters to remember you, specifically.

If possible speak with representatives when they aren’t busy. This can give you time for more meaningful conversations.
1. Welcome Table
2. Business Career Services
3. MBA Office
4. AimCo
5. BDO Canada
6. Canada Revenue Agency
7. Canadian Natural Resources Limited
8. Canadian Western Bank
9. Carson Integrated
10. Coconut Software
11. CPA Alberta
12. EMCO Corporation
13. HLH LLP Chartered Professional Accountants
14. Institute of Internal Auditors - Edmonton Chapter
15. Kiewit
16. Kingston Ross Pasnak LLP
17. KV Capital
18. Metrix Group LLP
19. MNP
20. North American Construction Group
21. PCL
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34. TD Bank
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44. Cargill
45. Cushman & Wakefield
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47. Enterprise Holdings
48. Public Service and Procurement of Canada
49. Schlumberger
50. Sherwin-Williams Canada
51. University First Class Painters
52. West-Can Seal Coating Inc
53. Yardly
AIMCo
Recruiting For: BCom (Co-op & Summer)
Alberta Investment Management Corporation is one of Canada's largest and most diversified institutional investment fund managers, with an investment portfolio of approximately $100 billion focusing on private equity, public equity, fixed income and private debt.

Alberta Blue Cross
Recruiting For: BCom & MBA (Recent Grads)
As Alberta’s largest benefits carrier, Alberta Blue Cross provides health and dental benefits to meet the needs of over 1.7 million Albertans. We offer benefit plans for individuals and families, seniors, and large and small employers. As a best practices organization, Alberta Blue Cross is a three-time recipient of the Premier’s Award of Distinction for Healthy Workplaces, and is ranked as one of Alberta’s Top 70 Employers.

BDO Canada
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grad)
At BDO, we focus on choosing the right people for the right projects, whether working with our clients or with colleagues. We invest in the best and brightest people who value honesty and trust, have an inspiring track record of achievement in and outside of their work, and are committed to working as a team to deliver exceptional client service.

BMO - Bank of Montreal
Recruiting For: BCom & MBA (Summer & Part-time)
We’re the Bank of Montreal. Our vision is to be the bank that delivers great customer service. Join us, and you will be part of a true team, collaborating with people who will help you build an exciting career at BMO.

BOMA Edmonton
Recruiting For: BCom & MBA (Part-time, Co-op, Summer, & Recent Grad)
BOMA Edmonton is a business association that is the voice of commercial real estate for Edmonton Metro. Our 385 member companies own/manage or provide services to over 350 million sq ft of office, retail and industrial space. Commercial real estate annually contributes in excess of $6.5 billion to Edmonton’s GDP.

BRNT Ltd.
Recruiting For: BCom & MBA (Part-time, Co-op, Summer, & Recent Grad)
Burning with innovation, born in Alberta, BRNT is a leader in the cannabis space. We create sleek and well-crafted products that fit seamlessly into the lifestyle of the modern smoker. Innovators and Futurists are the foundation of BRNT. We are committed to creating the cannabis space of tomorrow, sharing our products and experience with the expanding community.

Bunzl Group
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grad)
Bunzl Canada is part of Bunzl Distribution, Inc. supplies a range of products including outsourced food packaging, disposable supplies, and cleaning and safety products to food processors, supermarkets, non-food retailers, convenience stores and other users.

Canada Revenue Agency
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grad)
Because of its dedicated and talented staff, the Canada Revenue Agency is a trusted source for tax and benefit administration and is recognized...
as one of Canada’s Top 100 Employers.

**Canadian Natural Resources Limited**
**Recruiting For:** BCom (Co-op & Summer)

We are a Canadian oil and gas exploration, development and production company, with its corporate head office in Calgary, Alberta. Along with our core area of the Western Canadian Sedimentary Basin, we also have North Sea and offshore West Africa fields.

**Canadian Western Bank Financial Group**
**Recruiting For:** BCom (Co-op & Summer)

CWB is a diversified financial services organization serving businesses and individuals across Canada. Operating from its headquarters in Edmonton, Alberta, CWB’s key business lines include full-service business and personal banking offered through 42 branches of Canadian Western Bank. Highly responsive specialized financing is delivered under the banners of CWB Equipment Financing, National Leasing, CWB Maxium Financial, CWB Franchise Finance and CWB Optimum Mortgage. Trust Services are offered through Canadian Western Trust. Comprehensive wealth management offerings and provided through CWB Wealth Management, which includes the business of McLean & Partners Wealth Management and Canadian Western Financial.

**Cargill**
**Recruiting For:** BCom (Co-op, Summer, & Recent Grads)

Working at Cargill is an opportunity to thrive—a place to develop your career to the fullest while engaging in meaningful work that makes a positive impact around the globe. You will be proud to work for a company with a strong history of ethics and a purpose of nourishing people.

**Carson Integrated**
**Recruiting For:** BCom & MBA (Co-op, Summer, & Recent Grads)

Carson Integrated is a well-respected consulting firm of natural resource management professionals that provides environmental, forestry, and GIS consulting services to clients in the Electrical Utility, Upstream Oil & Gas, Pipeline, Sand & Gravel, and Forest industries throughout Alberta. Our diverse client base provides distinct opportunities, exceptional challenges, and a work environment rich in variety. Carson Integrated provides flexible working arrangements, combined with an above average compensation and benefits package. Additional information can be obtained on our website at www.carsonintegrated.com

**Coconut Software**
**Recruiting For:** BCom & MBA (Recent Grads)

Coconut is about People, Passion, and Performance. Coconut is an Enterprise Appointment Scheduling Platform that is strategically engineered for the appointment-driven business. We are innovators leading the globe in more personalized, effortless, and meaningful connections.

**CPA Alberta**
**Recruiting For:** BCom (Recent Grads)

Chartered Professional Accountant (CPA) is the Canadian business and accounting designation representing more than 210,000 professional accountants across the country. As part of the CPA profession in Canada, CPA Alberta is the professional organization for more than 29,500 designated accountants across the province.

**Cushman & Wakefield Edmonton**
**Recruiting For:** BCom & MBA (Recent Grads)

Over the past 30 years, Cushman & Wakefield Edmonton has grown to become the premier commercial real estate brokerage in greater Edmonton. Our partners and associates are fully invested in our clients and community. We carry with us the core values of our firm.

With associates specializing in retail, industrial, office, investment, and multi-family transactions, Cushman & Wakefield is committed to helping businesses in Edmonton and northern Alberta. We help maximize the value of specific real estate assets.
DHL Supply Chain
Recruiting For: BCom (Summer & Recent Grads)

DHL Supply Chain is the Americas leader in contract logistics, providing customer-focused solutions to a wide range of industries including automotive, consumer, retail, engineering and manufacturing, life sciences and healthcare, technology, energy and chemicals. DHL Supply Chain’s skilled people make its customers more competitive by creating innovative logistics and supply chain solutions – from initial situation analysis to the continuous improvement programs that help deliver better results every day. DHL Supply Chain has over 25,000 employees in over 400 locations spread throughout the USA and Canada with revenues just under $5 billion in North America. DHL Supply Chain is part of the $20 billion global Supply Chain Division of Deutsche Post DHL (DPDHL).

Edmonton Pride Festival Society
Recruiting For: BCom & MBA (Summer & Volunteers)

The Edmonton Pride Festival Society endeavours to unify and educate by celebrating gender and sexual diversity through a sustainable annual festival and year-round community outreach within our Capital Region.

EMCO Corporation
Recruiting For: BCom & MBA (Recent Grad)

EMCO Corporation is eager to work with New Grads, have them learn our industry and business to development them into EMCO’s future leaders.

Enterprise Holdings
Recruiting For: BCom (Co-op, Summer, & Recent Grads)

Enterprise Holdings is a family-owned, world-class portfolio of brands. We operate a global network that covers more than 90 countries, 100,000 dedicated team members, and more than 1.9 million vehicles taking customers wherever they need to go. We are the largest transportation service provider in the world!

Hahn Lukey Houle LLP Chartered Professional Accountants
Recruiting For: BCom (Co-op & Recent Grads)

At Hahn Lukey Houle we go beyond the statements and find creative savings and Lean tactics to push your bottom line higher.

If you are an accountant focused on the future instead of one who is interested in just documenting the past, let’s talk.

Imperial Oil
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grads)

Since 1880, Imperial has consistently demonstrated high standards, innovation and leadership in the challenging energy industry. As an integrated energy company, we explore for, produce, refine and market products essential to society. At Imperial, we believe that we can have reliable and affordable energy, a strong economy and a clean environment, and we’re committed to making it happen.

Imperial offers exciting opportunities across our upstream, downstream and chemical, and corporate divisions. Regardless of your career path, we provide the platform to elevate your goals and achieve your ambitions, while providing support through wide-ranging programs and benefits.

Learn more at Imperailoil.ca/financecareers

Institute of Internal Auditors - Edmonton Chapter
Recruiting For: BCom & MBA (Volunteers)

We are the Edmonton chapter of The Institute of Internal Auditors. Our chapter has over 350 members representing major industry, government and public practice in Edmonton and northern Alberta.

The Chapter advocates for the Internal Audit profession and organizes various courses, luncheons and socials that take place throughout the year. The Chapter is an Institute of Internal
Auditors Platinum Award winner for overall excellence.

**Kiewit**

**Recruiting For:** BCom & MBA (Co-op, Summer, & Recent Grad)

As one of North America’s largest, most respected construction and engineering organizations, with 2017 revenues of $8.7 billion, Kiewit exists to make a difference. We improve and connect communities across the United States, Canada, and Mexico through complex projects in transportation, water/wastewater, power, oil, gas and chemical, building, industrial and mining. Our services are as diverse as the skills of our 22,000-strong workforce to whom we provide challenging, honest work in a caring and collaborative culture. A sense of adventure, pride and fulfillment is built into every career at Kiewit.

**Kingston Ross Pasnak LLP**

**Recruiting For:** BCom (Co-op, Summer, & Recent Grads)

Working with exceptional people and businesses since 1945, Kingston Ross Pasnak LLP (KRP) has become the largest, local, independent, full service accounting firm in Alberta. Our knowledge, expertise and confidence enhance the value that KRP offers clients. The experience of 15 partners and the hard work of over 140 people is the foundation to KRP’s extraordinary services, and lasting relationships.

KRP is more than just an accounting firm. While accounting, auditing and tax remain core services, we have professional expertise and experience to provide our clients a full spectrum of financial and business support services.

**KV Capital Inc.**

**Recruiting For:** BCom (Co-op)

KV Capital is registered with the ASC, BCSC, and OSC as an exempt market dealer, restricted portfolio manager, and investment fund manager.

KV Private Equity transacts to acquire controlling equity investments in lower mid-market, western Canada based businesses.

KV Mortgages has enjoyed rapid growth from a startup venture to operations that include managing a $135M mortgage portfolio and originating, underwriting, and funding over $400M in private mortgage financing since inception.

**Metrix Group LLP**

**Recruiting For:** BCom (Co-op & Recent Grads)

Metrix Group LLP is a well-established and vibrant CPA firm with offices in Edmonton, Lloydminster, Whitecourt, Evansburg and La Crete employing a team of over 75 people, including eight partners.

From our beginning in 1962, we have a rich history with a reputation built on integrity, hard work and clarity. Beyond our deep roots, we have and continue to experience a great deal of growth through numerous mergers and acquisitions resulting in our firm doubling in size within the last five years. We look forward to branching out and building our presence further into urban and rural areas within Alberta over the coming years.

**MNP LLP**

**Recruiting For:** BCom & MBA (Co-op, Summer, & Recent Grads)

We are Canada’s 5th largest public accounting firm and one of Canada’s best employers 11 years in a row!

**North American Construction Group**

**Recruiting For:** BCom (Co-op)

North American Construction Group (NACG) is the premier provider of heavy construction and mining services in Canada. With over 60 years of experience, NACG can provide a comprehensive and integrated approach to meet our customer’s requirements from consultation to completion – a distinct advantage that few contractors can rival.

Our focus on people and relationships, and our uncompromising commitment to health and safety, allows us to acquire some of the best talent in the industry. Our knowledgeable and talented personnel set us apart from the competition with an unrivaled attention to detail and level of care.
experienced team of professionals is able to tackle any job while adhering to the highest standards of safety and quality. We work closely with our clients to deliver an outcome that is executed successfully and to the highest possible standard of safety and project management.

NACG maintains one of the largest independently owned equipment fleets in the region, and features some of the largest equipment currently available. This large and diverse fleet gives us the ability to respond quickly to changing client requirements, and to provide the most efficient blend of equipment to any project to ensure efficient, timely and cost effective operations.

NACG has the solutions to help you meet your goals. We’re more than just big equipment. The difference is in our unique talent and knowledge, combined with an unmatched history of over 60 years of experience. Trust, expertise and sustainability, our company has been built on these standards. We will continue to embrace these standards as we further our commitment to our partners. Show us your vision and we will make it happen.

Whatever you have in mind, we can build it!

Office of the Auditor General of Alberta
Recruiting For: BCom (Co-op & Recent Grads)

The Office of the Auditor General of Alberta are the auditors of every ministry, department, regulated fund and most provincial agencies. We audit so that we can report on how well the government is managing its responsibilities and the province’s resources. We provide independent assurance to the people of Alberta that public money is spent properly and provides value. We report directly to the 87 Members of Alberta’s Legislative Assembly, and through them, the more than four million people who call Alberta home.

Office of the Auditor General of Canada
Recruiting For: BCom (Co-op, Summer, & Recent Grads)

The Office of the Auditor General of Canada (OAG) ensures that Canada’s federal and territorial governments are accountable and productive, and this is your chance to be a part of it! We are an organization that values respect for its employees, professionalism, and commitment to excellence. The OAG offers many great opportunities such as a rewarding work environment, a mentoring program, reimbursements of CPA training expenses, as well as paid study leave. We want you to join our dynamic and challenging pre-approved financial audit trainee program. We look forward to meeting you!

PCL
Recruiting For: BCom & MBA (Co-op & Summer)

The PCL family of companies is a group of independent general contracting construction companies. The organization has over 4,400 employees across the United States, Canada and Australia.

At PCL, you are part of the strongest team in the industry. Here, you help solve the most complex construction challenges, realize the most ambitious engineering and architectural visions, and leave a legacy that is second to none. When you join PCL, you are joining an incredible team. Real people who think and act like owners and have a steady eye on the future.

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PepsiCo
Recruiting For: BCom & MBA (Co-op & Recent Grads)

PepsiCo Canada employs nearly 10,000 Canadians and is organized into two business units - PepsiCo Beverages Canada, which includes brands such as Pepsi, Gatorade and Tropicana; and PepsiCo Foods Canada, which includes Frito Lay Canada and Quaker foods & snacks. PepsiCo Canada, in turn, belongs to the global PepsiCo, Inc., family.

Public Service and Procurement Canada
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grads)

Did you know that Public Services and Procurement Canada was selected as one of Canada’s Best Diversity Employers for 2017? We invite you to join an organization that is committed to ensuring
RBC Royal Bank
Recruiting For: BCom & MBA (Co-op, Summer, Part-time & Recent Grads)

Royal Bank of Canada (RY on TSX and NYSE) and its subsidiaries operate under the master brand name RBC.

We are one of Canada's biggest banks, and one of the largest in the world based on market capitalization.

We are one of North America's leading diversified financial services companies, and provide personal and commercial banking, wealth management, insurance, investor services and capital markets products and services on a global basis. We have 81,000+ full- and part-time employees who serve 16 million clients in Canada, the U.S. and 34 other countries.

Rohit Group of Companies
Recruiting For: BCom & MBA (Co-op & Recent Grads)

Rohit Group of Companies is a fully-integrated real estate development firm headquartered in Edmonton with office in Calgary, Regina and Fort McMurray. Our operations includes new homes sales and construction, land and commercial development, commercial property management, residential rentals, and capital financing. Rooted in family values and entrepreneurial spirit, Rohit Group of Companies was founded in 1986 by Radhe Gupta. Together with his wife Krishna and son Rohit, Radhe grew the company from a small home builder to the diversified organization it is today.

Romanovsky & Associates LLP
Recruiting For: BCom (Co-op, & Recent Grads)

Romanovsky & Associates is a local medium sized public practice accounting firm and an approved CPA training office. Our firm has been successful in the western Canadian business community for over 40 years by being committed to providing the financial services needed in today’s world because we have responded to our clients’ needs.

We provide comprehensive accounting, taxation and audit & assurance services to our clients. Our client base ranges from small to large sized owner managed businesses, professional corporations and not-for-profit organizations. As a result, the services we provide make a difference in the success of our clients while offering challenging opportunities for our employees.

RSM
Recruiting For: BCom & MBA (Co-op, Summer, & Recent Grads)

RSM's purpose is to deliver the power of being understood to our clients, colleagues and communities through world-class audit, tax and consulting services focused on middle market businesses. The clients we serve are the engine of global commerce and economic growth, and we are focused on developing leading professionals and services to meet their evolving needs in today’s ever-changing business environment.

Ryerson Metals
Recruiting For: BCom & MBA (Recent Grads)

Ryerson is one of the largest metal distributors in the industry. We offer an extensive product portfolio, state-of-the-art fabrication and processing capabilities, and a network of service centers throughout North American and beyond. Our customers can count on us to get the metals they need, when they need them, at a competitive price.

Your career at Ryerson Canada Inc. will offer meaningful work, competitive rewards and an engaging workplace. We provide extensive training, development and professional advancement, and you will find meaningful opportunities to contribute to the success of the company. Our success has come from providing superior service through
highly motivated people. At Ryerson, you will have a job that has IMPACT.

Schlumberger
Recruiting For: BCom & MBA (Summer & Recent Grads)

Schlumberger is the world’s leading supplier of technology, integrated project management, and information solutions to customers working in the oil and gas industry worldwide.

Employing more than 100,000 people representing over 140 nationalities and working in approximately 85 countries, Schlumberger provides the industry’s widest range of products and services from exploration through production. Schlumberger recently completed a merger with Cameron combining two complementary technology portfolios into a pore-to-pipeline products and services offering to the global oil and gas industry.

Servus Credit Union
Recruiting For: BCom & MBA (Part-time & Recent Grads)

Why Servus Credit Union? We live our values in how we do business and how we treat our employees. Servus Credit Union is one of Canada’s 50 Best Managed Companies. Servus is committed to being socially responsible and living the cooperative values. Through our operations, we strive to make a positive impact on our economy, the environment and society. We know that our employees are our most valuable assets so we offer ongoing growth and career advancement and we reward employees for their hard work and achievements.

Sherwin Williams
Recruiting For: BCom & MBA (Part-time, Co-op & Recent Grads)

Founded in 1866, The Sherwin-Williams Company is a global leader in the manufacture, development, distribution, and sale of paints, coatings and related products to professional, industrial, commercial, and retail customers. The company manufactures products under well-known brands such as Sherwin-Williams®, Valspar®, HGTV HOME® by Sherwin-Williams, Dutch Boy®, Krylon®, Minwax®, Thompson’s® Water Seal®, Cabot® and many more. Sherwin-Williams® branded products are sold exclusively through a chain of more than 4,100 company-operated stores and facilities, while the company’s other brands are sold through leading mass merchandisers, home centers, independent paint dealers, hardware stores, automotive retailers, and industrial distributors. The company supplies a broad range of highly-engineered industrial and OEM coatings for wood and general industrial, coil, packaging, protective and marine, and transportation applications worldwide. Our 60,000 employees are diverse, innovative and passionate. With a variety of rewarding and challenging opportunities, Sherwin-Williams is a great place to find a career that takes you places.

Tantus Solutions Group
Recruiting For: BCom & MBA (Part-time & Recent Grads)

Tantus Solutions Group helps companies “Get Ready” for the future. Tantus ensures business and technology alignment for organizations in Western Canada by comprehensively managing technology solutions. From assessment and strategy through to implementation, Tantus helps companies answer even the most complex technology challenges. Each Tantus team includes senior business and technology experts who work collaboratively from within an organization to ensure technology solutions are delivered timely, efficiently, and in alignment with business and operational objectives. Tantus has worked closely with companies to understand their culture and processes, and can easily integrate with their teams.

TD Bank
Recruiting For: BCom & MBA (Part-time & Recent Grads)

At TD, we can offer you the chance to build a rewarding and fulfilling career.

This is a place where you can realize your aspirations and achieve your goals, within a supportive and
inclusive environment. Collaborating with talented colleagues on interesting and challenging work, every employee has the opportunity to make a profound impact on our business – and our communities.

We’re committed to making a difference in people’s lives, partnering with local organizations and initiatives that positively affect the areas we work in.

**Univar**

**Recruiting For:** BCom & MBA (Recent Grads)

Univar is a global chemical and ingredients distributor and provider of value-added services who works with leading suppliers worldwide.

We respect and value our employees, and are committed to supporting personal and professional development in a safe and healthy work environment.

Univar offers attractive salary and benefits packages. We operate training and development programs at every level of the company to provide our employees with the skills and knowledge needed to perform their current work, and to offer opportunities for advancement.

Univar employees have diverse backgrounds in education, experience and careers. Univar is committed to fair employment practices for all employees, regardless of race, color, nationality, religion, gender, age, disability, or any other status protected by law.

**University First Class Painters**

**Recruiting For:** BCom (Co-op & Summer)

Since 1982 our university and college student painters have been painting thousands of homes and businesses for satisfied clients across Canada.

University First Class Painters (UFCP) is one of the largest student painting companies in Canada and has been providing management opportunities to students since 1982. Using the painting industry, we are able to offer an ideal business for students to manage during their summer break. Training takes place on 2-3 weekends spread throughout January - March and most student managers operate over a four month period from May through August.

**West Fraser**

**Recruiting For:** BCom (Co-op & Summer)

West Fraser is a growing, diversified wood products company with over 50 facilities and nearly 9000 employees in western Canada and the southern United States. North America’s largest lumber producer, West Fraser has been recently named for the sixth time as one of Canada’s Top 100 Employers. We have also been nominated as BC’s Top Employer & Canada’s Best Employer for Recent Graduates. Our investments in modern, competitive manufacturing facilities, product innovation and bioenergy are adding up to a bright future.

**West-Can Seal Coating Inc.**

**Recruiting For:** BCom & MBA (Summer)

West-Can Seal Coating (West-Can) is a privately owned road infrastructure company specializing in pavement preservation and roadway construction across Western Canada. With headquarters in Didsbury, AB, we have been in business for 32 years.

**Yardly**

**Recruiting For:** BCom & MBA (Co-op, Summer, & Recent Grads)

Yardly is an online service platform that allows customers to easily order lawn care and snow removal services, reliably performed by a network of insured, vetted and highly-rated contractors.
Yaremchuk & Annicchiarico LLP
Recruiting For: BCom (Recent Grads)

Y&A is a 5-partner firm with 35 staff who provide services to over 1,300 business or organizations. Y&A has a diverse clientele in most commercial and non-profit sectors. Y&A offers our articling students an exciting atmosphere to pursue their career in public accounting. We offer a friendly, supportive, courteous, professional and challenging work environment. Our firm encourages a team concept and stresses the importance of working together to meet our goal of providing exceptional service from highly qualified personnel.