JAYCOR

INTERNATIONAL

Connecting *IoT*, *IIoT* and Industry *4.0*

Your Number-one partner for everything connected, with top-end brands and bespoke connectivity solutions – hardware, software and services

JAYCOR specializes in enterprise IT, Industrial OT, and broadcast connectivity solutions across Africa. We are dedicated to delivering mission-critical signal and energy transmission and infrastructure solutions for industrial, enterprise, and broadcast markets.

Operates through three business platforms that deliver innovative connectivity solutions: CORE Distribution, Enterprise Projects, and Enterprise Software. Our offering includes:

- Best-in-class cable and connector infrastructure for industrial, enterprise, and broadcast applications, featuring key international brands such as Belden and LEMO®

- Industrial and enterprise switches, media converters, gateways, and active signal transmission equipment, including Belden's Hirschmann range of switches

- Structured cabling systems for reliable and scalable network infrastructure. Racks, enclosures, tooling, environmental monitoring systems, UPS and PDU energy solutions

- Advanced network management and design software solutions streamline the monitoring and control of networks and data centres. They provide intuitive visualization and configuration tools for seamless network management, while offering enhanced scalability and integration capabilities for larger, more complex systems.

- Robust network access control (NAC) software solutions enable real-time monitoring and enforcement of security policies to protect critical infrastructure. Asset management software solutions help create and build digital infrastructure, integrating real-time data from connected devices across the network, allowing you to leverage the data for improved decision-making and operational efficiency.

JAYCOR
INTERNATIONAL

Enterprise *IT*, Industrial *OT*,& *Broadcast Connectivity* Solutions

As your key partner in building connected infrastructure, JAYCOR supports Industry 4.0, IoT, and IIoT deployments across sectors such as mining, energy, oil & gas, broadcast, ICT, cloud, and telecoms. We source products from leading local and global OEMs and collaborate with top system integrators to deliver innovative solutions across the African market.

Our Value Proposition Combines Innovation, Inclusivity, and Exceptional service

Customer-Centric Approach
We prioritize understanding each customer's unique needs, refining solutions to address pain points, and optimizing their commercial experience.

Agile Solutions
Our vendor-agnostic approach ensures flexibility and rapid responses to market and customer demands.

Global Partner Network
We offer access to over 1,000 OEM brands and $2Bn in inventory through partnerships with F200 distribution businesses across 250 global locations.

Commercial Value
We deliver financial benefits through preferential payment terms, supplier programs, and rebate incentives.

Strong Transformation Credentials
With Black women ownership and leadership, and a diverse management team, JAYCOR drives meaningful transformation.

Established Service Provider
Backed by a strong customer base, JAYCOR offers complete supply chain services, and turnkey capabilities.

Customer-centric Approach

Strong Transformation Credentials

Global Partner Network

Value

Agile Solutions

Commercial Value

Established Service Provider

JAYCOR stands as a trusted partner for flexible, value-driven, and transformative solutions

Primary Verticals

At JAYCOR, our expertise spans three key verticals to drive innovation and reliability for our clients:

Industrial OT

Industrial Sector solutions tailored to the unique needs of industries such as mining, oil & gas, railway signalling and rolling stock, factory automation, materials handling, and industrial networks. Our offerings are built to endure harsh environments, ensuring optimal performance, durability, and safety.

Enterprise IT

Enterprise IT, Data centres, and Cloud Infrastructure: From data centres to cloud connectivity, we support digital transformation with dependable, cutting-edge technologies that keep businesses agile, seamlessly connected, and positioned for growth.

Broadcast

AV Broadcast, Film, and Television: We empower broadcasters in the film and TV industries with high-precision cable infrastructure and solutions, purpose-built to meet the exacting standards and demands of real-time production.

3 Business Platforms

Deliver Innovative Connectivity Solutions

CORE Distribution

The distribution of technology components for connectivity, signal and power transmission systems and networks.

Enterprise Infrastructure

Building connected infrastructure – turnkey network & data centre infrastructure, ACS/FS, UPS/PDU, cooling and environmental monitoring systems.

Enterprise Software

Network design, management, real-time monitoring, reporting, asset management, and network access control application solutions and services.

Industrial OT

Solutions

JAYCOR Industrial OT Connectivity Solutions

At JAYCOR, we understand that seamless connectivity is at the heart of every modern industrial operation. Our Industrial Operational Technology (OT) Connectivity Solutions are designed to bridge the gap between industrial equipment and digital networks, ensuring real-time data exchange, enhanced efficiency, and secure operations across your entire ecosystem.

Key Features:

- Comprehensive Cabling Infrastructure: We offer robust cabling solutions designed to handle the demands of industrial environments, ensuring reliable and efficient data transmission for all your OT needs.

- Active Signal Transmission Solutions: Our advanced signal transmission technology ensures that your data is delivered accurately and without loss, even in the most challenging industrial conditions.

- Enhanced Security: Designed with advanced cybersecurity protocols to safeguard your OT infrastructure, keeping your critical systems protected from cyber threats.

- Network Design and Management: From initial design to ongoing network management, our experts ensure your network is optimized for performance, scalability, and resilience. We provide a fully integrated solution to manage traffic, connectivity, and network health.

- Asset Management Applications: Our asset management tools allow you to track and monitor your physical and digital assets, ensuring optimal utilization, maintenance, and lifecycle management across your OT network.

- Real-Time Data Access: With secure, low-latency connectivity, we enable uninterrupted data flow from the factory floor to the cloud, providing you with actionable insights at every level.

- Future-Ready Technology: Leverage the power of next-gen technologies, such as edge computing and IoT, to optimize your industrial processes and drive innovation.

Why Choose JAYCOR?

- Industry Expertise: Decades of experience in industrial automation and connectivity.

- Customized Solutions: We understand that no two operations are the same. Our team works closely with you to provide bespoke solutions that align with your specific needs.

- Reliable Support: Our dedicated team is with you every step of the way, from design and deployment to ongoing maintenance.

Unlock the full potential of your industrial operations with JAYCOR's OT Connectivity Solutions. Streamline processes, enhance performance, and future-proof your business for tomorrow's challenges.

Contact us today to learn how we can transform your OT connectivity.

Ind. Ethernet Switches

Industrial Cable

Edge & Cloud Orchestration

Industrial Connectors

Network Design, Management, and ACS Apps

Braids & Sleeving

Gateways & Media Converters

Industrial IO Modules

Ruggedized managed Ethernet Switches with Layer 2 and Layer 3 or build-in-SPE technology for reliable performance

A broad portfolio of instrumentation and control, communications, fiber, BUS, and industrial Ethernet cables and connectors for industrial OT environments and applications.

A suite of network design, management, and access control software solutions to help optimize, manage and protect your IT and OT systems

Leverage the data your organization produces with Edge to Cloud technology

Industrial OT

Connectivity Solutions

Industrial Ethernet Switches

Industrial Cables

Industrial Connectors

Braids & Sleeving

Industrial Edge & Cloud Orchestration

Network Design, Management, and Access Control Applications

Gateways & Media Converters

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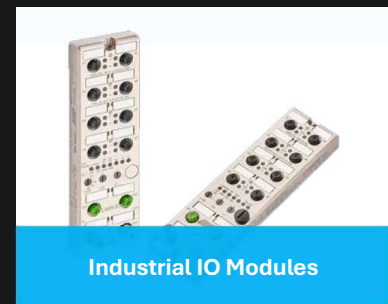
Leverage the data your organization produces with Edge to Cloud technology

Industrial Solutions from Belden

Combine Belden brands to form smart solutions that solve for industry pain-points

Belden.com

prosoft-technology.com

macmon.eu/en

hirschmann.com

netmodule.com/en

cloudrail.com

The Edge → Network → Gateway → Cloud

Hirschmann Industrial

Switch Families

NEW

DIN Rail & Compact

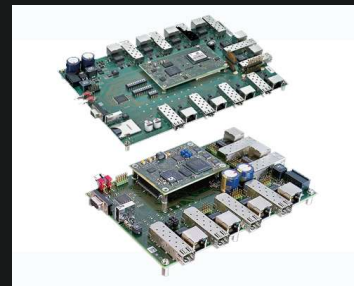Ruggedized managed Ethernet Switches with Layer 2 and Layer 3 or build-in-SPE technology for reliable performance

IP67-Rated

Managed OCTOPUS Switches allow fail-safe installation of networks even under the most difficult conditions

Rack Mount

Ruggedized managed Ethernet Switches engineered for reliable performance in industrial environments

Embedded

Preconfigured, pre-tested embedded Ethernet systems to bring Ethernet-enabled machines to market

IT Switches

Hirschmann IT Switches offer a reliable, secure and powerful solution for IT/OT convergence applications across multiple industries

HIRSCHMANN

DIN Compact & Modular Switch Range

HIRSCHMANN

Comprehensive portfolio designed for all industrial applications and budgets

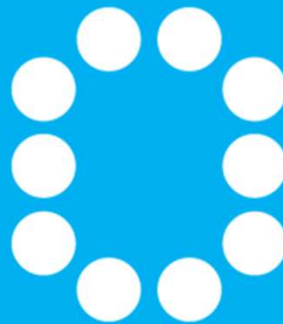**BEETLE (SPE)**

RED25
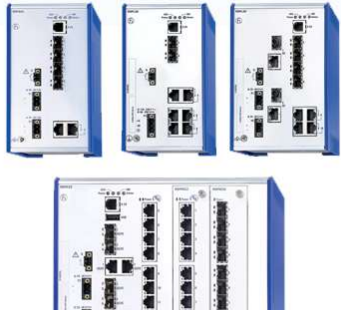
RSP-RSPS-RSPE

BOBCAT

LEMUR

The industry standard in key verticals - mining, rail, energy, ind. automation & more

BELDEN

GECKO

MODULAR

BXS & BXP

HIRSCHMANN IT - MTS Switches

Seamless Integration: Equipment from a single manufacturer ensures smooth data flow and reduces compatibility issues during IT/OT integration.

Scalability: Effortless network expansion and future-proofing capabilities accommodate changing production needs.

Unified Management: A single application simplifies network administration, enabling faster fault detection and response.

Efficient Support: Access to manufacturer-specific expertise ensures timely assistance, and resources for quicker issue resolution and maintenance.

Robust Security: Consistent security policies and rapid response to threats enhance network protection.

Converged IT/OT
Networks from a Single Manufacturer

Range	Application
MTS8000 MAMMUTHUS	Modular Core Switches
MTS2900 MAMMUTHUS	High-Capacity Aggregation/Core Switches
MTS2900 MAMMUTHUS	High-Capacity Aggregation/Core Switches
MTS2800 MAMMUTHUS	Access/Aggregation Switches
MTS2700 MAMMUTHUS	PoE/PoE+ Gigabit Ethernet Switches
MTS2600 MAMMUTHUS	Gigabit Ethernet Switches

Product Overview NET MODULE

Industrial
Wide range of compact and DIN-Rail variants allowing for multiple 4G and WiFi combinations. Software SDKs and Container deployment is used for condition monitoring integration into any environment.

Vehicle
Used in emergency vehicles, buses and municipalitiy service vehicles. Allows for stable Internet access, Remote monitoring and voice transmissions.

Railway
High performance platform for rapid and inter city lines. Allows for multiple 4G and 5G uplinks to split customer from vehicle data. Serves passengers with Infotainment and WiFi.

On-Premises Management Cloud
Device and fleet monitoring, massive configuration roll-outs and remote firmware updates. Easy remote VPN connectivity on-demand for service as well as persistent for a secure backbone.

One solution for moving and static applications with unrivaled product interface flexibility: Wifi, 4G, 5G, CAN, Serial, Voice
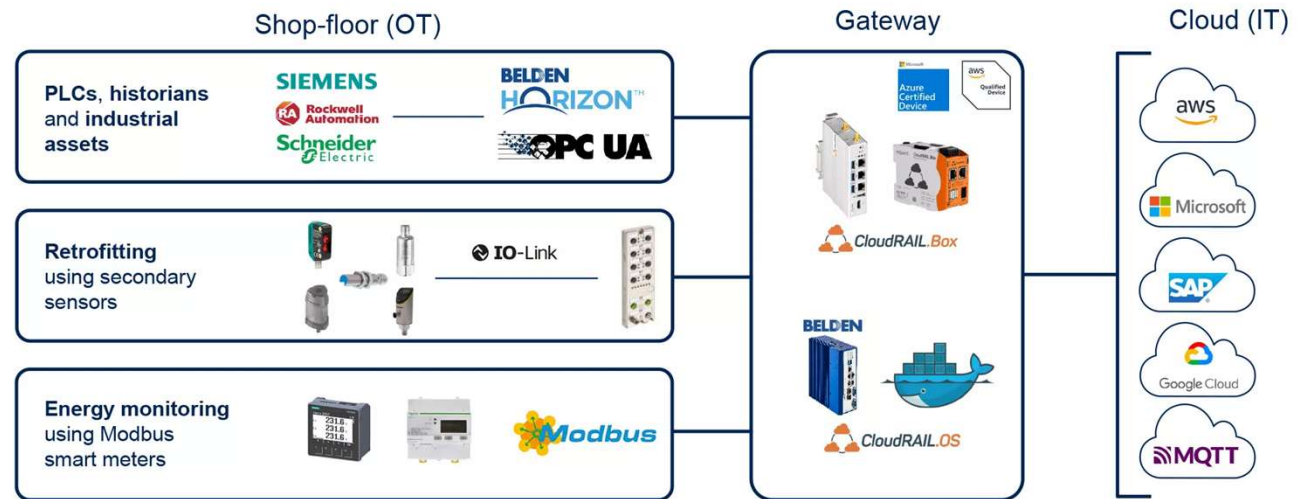
Industrial Protocol Gateways

ProSoft®
TECHNOLOGY

ProLinx™ Gateways
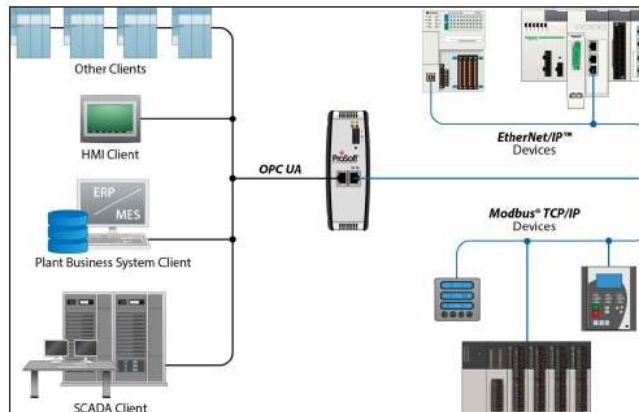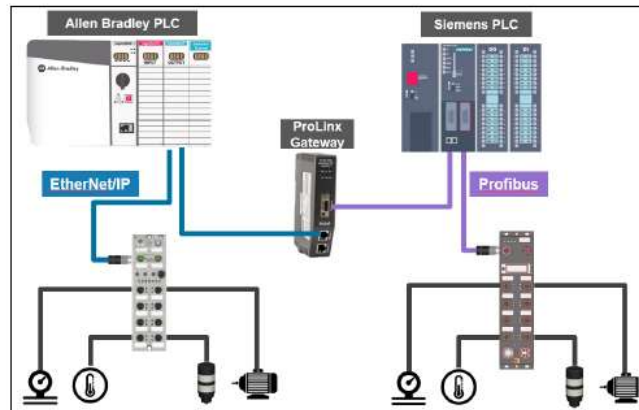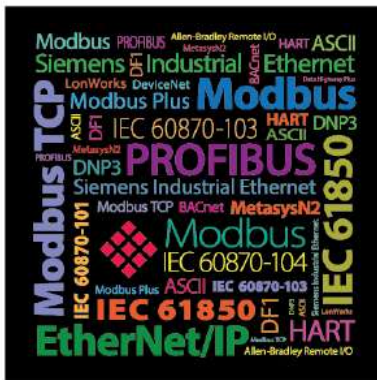
Key Benefits

- ProSoft Gateway solutions are designed for connecting disparate assets in almost every industry and based on 30 years of industrial protocol experience

- In-chassis and stand-alone modules enable clear data transfers between over 160 industrial protocol combinations

- Instead of one-size fits all gateway that underperforms, fit for purpose gateways were designed, tested, and proven to connect devices

- All ProSoft Gateway modules come with free configuration software for setup/configuration and provide advanced diagnostic features to ensure project success

Shop-floor (OT) — Gateway — Cloud (IT)

PLCs, historians and industrial assets
SIEMENS
RA Rockwell Automation
Schneider Electric
BELDEN HORIZON™
OPC UA

Retrofitting using secondary sensors
IO-Link

Energy monitoring using Modbus smart meters
231.6 231.6 231.6
Modbus

Gateway:
Azure Certified Device
aws Qualified Device
CloudRAIL.Box
BELDEN
Docker
CloudRAIL.OS

Cloud (IT):
aws
Microsoft
SAP
Google Cloud
MQTT

CloudRail: Unlock Seamless IIoT Connectivity with Smart Industrial Data Integration

The Belden CloudRail solution simplifies and accelerates your journey to digital transformation with powerful, scalable IIoT connectivity and data integration. Built to seamlessly connect industrial equipment to cloud platforms, CloudRail helps industries leverage data like never before—transforming operational insights into actionable outcomes.

Key Features and Benefits:

- Rapid Cloud Connectivity: CloudRail's plug-and-play setup enables quick, secure connection of industrial equipment to leading cloud platforms, such as AWS, Microsoft Azure, and Google Cloud. Reduce setup time and cut down on implementation complexity with zero-coding integration.

- Enhanced Data Interoperability: Simplify data acquisition and processing across diverse protocols and devices. CloudRail automatically normalizes and structures data for unified management, so businesses gain comprehensive visibility across their operations with ease.

- Advanced Security Protocols: With cybersecurity at its core, CloudRail uses state-of-the-art encryption, user authentication, and monitoring to protect your data from unauthorized access, ensuring compliance with the strictest industry standards.

- Scalable and Future-Proof: Built to scale as your business grows, CloudRail's flexible architecture enables easy expansion to accommodate additional devices, locations, and applications without complex reconfiguration.

- Real-Time Data Monitoring: Access real-time, actionable insights from any internet-enabled device. CloudRail empowers decision-makers with dashboards and analytics, enabling better, faster responses to operational changes.

Transform Your Industrial Operations with CloudRail

With the Belden CloudRail solution, unlock the power of IIoT data for predictive maintenance, quality control, energy management, and much more. Accelerate time to value and future-proof your business with a solution that delivers seamless integration, robust security, and unmatched scalability.

LightWare MicroLidar™

The Worlds Smallest and Lightest MicroLidar™

Redefining the way industries measure volume and distance, Lightware MicroLidar™ give machines eyes, the awareness of objects and the three-dimensional spaces around them, detecting objects as they arrive or leave and their height and distance with laser precision accuracy.

Applications for MicroLidar™ include IoT, IIoT, robotics, small, unmanned aircraft (UAVs) and ground craft (UGVs), self-driving vehicles, distance and level measurement, and as well as obstacle detection:

- Distance Measurement
- Laser altimetry
- Level measurement
- Collision avoidance
- Machine-Building
- Remote sensing
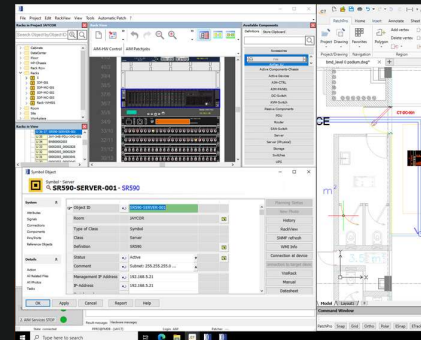- Robotics
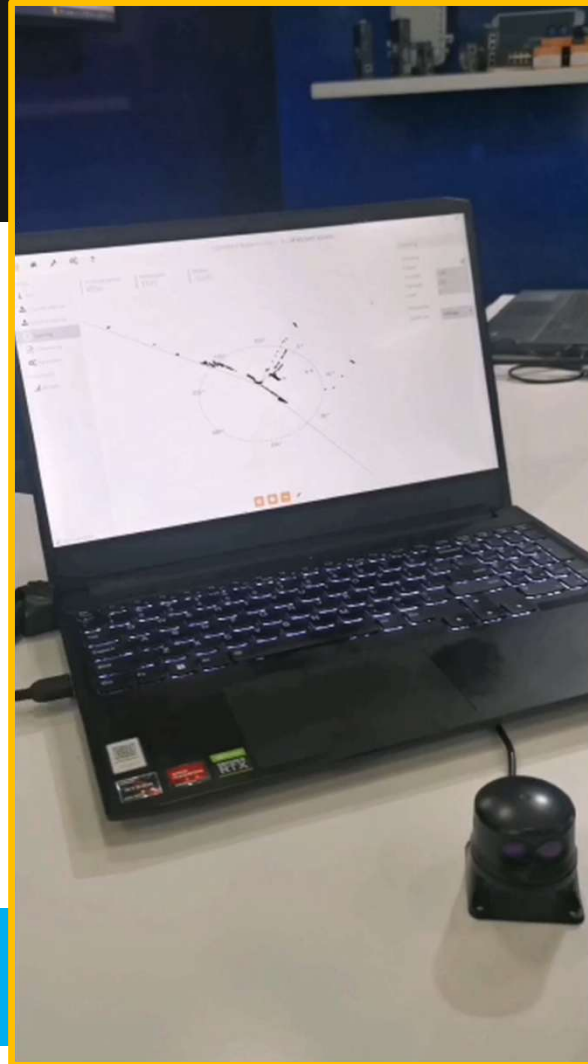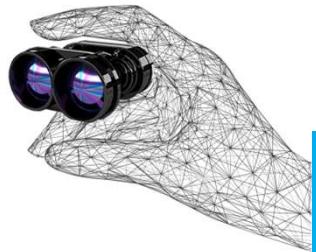
Network Design, Management, & Security
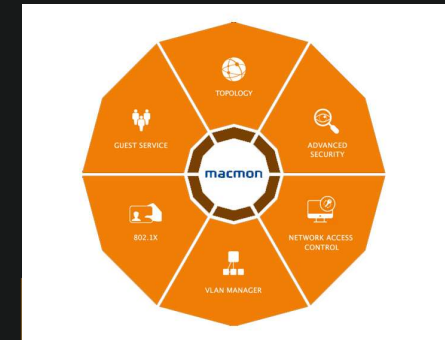
Solutions

Application Suite
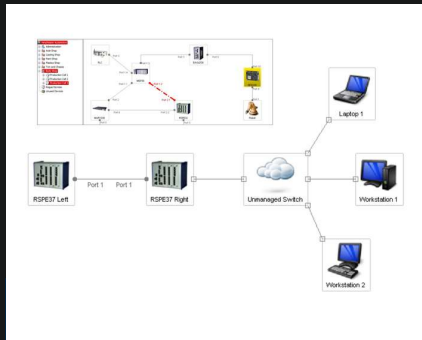
Ind. HiVision
Network Management
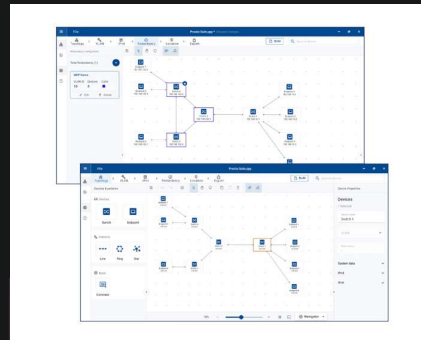
Provize
Network Design

PatchPro
Asset Management

Macmon
Network Access Control

Hirschmann Industrial HiVision and ProVize are advanced network management solutions designed to streamline the monitoring and control of industrial Ethernet networks.

HiVision provides intuitive visualization and configuration tools for seamless network management, while ProVize offers enhanced scalability and integration capabilities for larger, more complex systems.

PatchPro offers DCIM asset management solutions for digital infrastructure, digitizing all assets and managing cabling, connectivity, active network equipment, and rack infrastructure within data centres or switching hubs. integrate real-time data from connected devices across the network, allowing you to leverage the data your business generates for improved decision-making and operational efficiency.
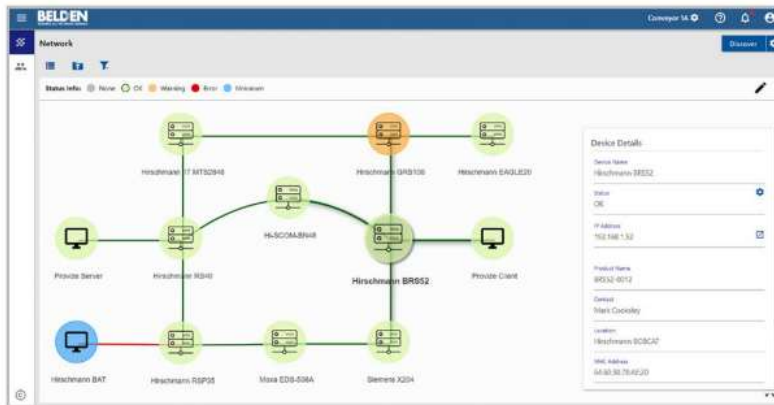
Macmon, from Belden, delivers robust network access control (NAC) solutions, enabling real-time monitoring and enforcement of security policies to protect critical infrastructure.

Together, these tools support reliable, secure, and efficient network operations with advanced IoT and IIoT data capabilities.
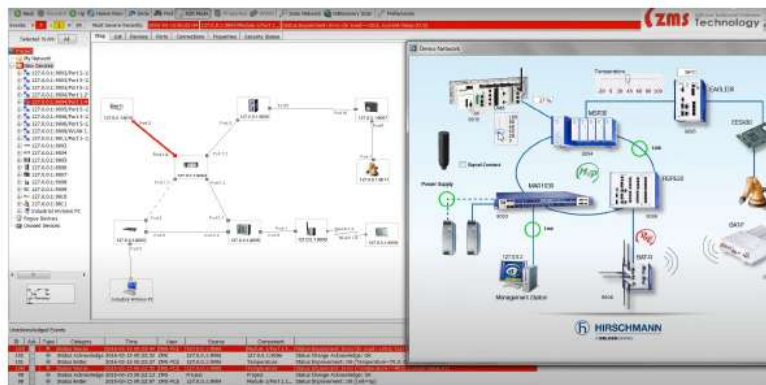
Provize and Industrial HiVision

Provize

HiVision

Key Benefits

- Hirschmann's Industrial HiVision improves productivity, security and network uptime by using to configure and monitor Ethernet networks:
  - Easily identify, map and configure all network infrastructure, including SNMP-enabled devices from any manufacturer.
  - Finds faults quickly and achieves timely remediation that improves uptime and security.
  - Create highly visual, customized dashboards for live network supervision through integrations with InfluxDB® and Grafana®.
  - Free version of the software for unlimited use to experience the benefits before purchase

- Provize Suite enables the seamless supervision of a growing number of network devices. Installed in minutes, users can immediately benefit from a modern network planning and management solution.

Belden

Network Access Control

Overview, Comfort, Security of Your Network Access

Macmon solutions protect heterogeneous networks from unauthorized access thanks to instant network visibility. The products macmon NAC (Network Access Control solution) and macmon SDP (Secure Defined Perimeter) are used worldwide to protect networks and cloud resources from unauthorized access

macmon Network Access Control Software (NAC), enables you to get a complete network overview and controls access to protect you from any threats.

macmon Secure Defined Perimiter (SDP), secures your communication with corporate resources in the cloud and in local networks.

macmon nac

Features & Befefits - macmon NAC

With macmon Network Access Control (NAC) you gain transparency, secure authentication and granular access control in critical networks. macmon NAC gives the IT and OT department an instant network overview with graphical reports and topology. You secure your OT environment by keeping all nonessential devices off the network and creating security zones based on criticality. This can be and immediately handled with an automatic, dynamic set of rules. Implementation is possible within a day, and the interface is intuitive and easy to use.

- Easy network segmentation and threat isolation: The highest level of security is achieved by using state-of-the-art authentication methods. Automatic reaction to events. Relief of the operating team.

- Full control over all devices in the network: Instant network overview, graphical reports, and topology. All networks can be easily segmented, and threats isolated. Visibility of OT devices and communication relations. Detection of deviations from the expected status.

- Identification of all endpoints: No more unknown or unauthorized endpoints and no insecure devices – tangible security by regulating the access of endpoints.

- Infrastructure manufacturer agnostic: Can be installed in any heterogeneous network. Close partnerships with a large number of IT and OT security solutions. These integrations give users real added value in their daily lives.

PatchPro®
Unlocks Value

Create and Build Smart Assets and Your Digital Enterprise

Intelligent Physical Layer, Data Centre Infrastructure
& Automated Infrastructure Management Application Services

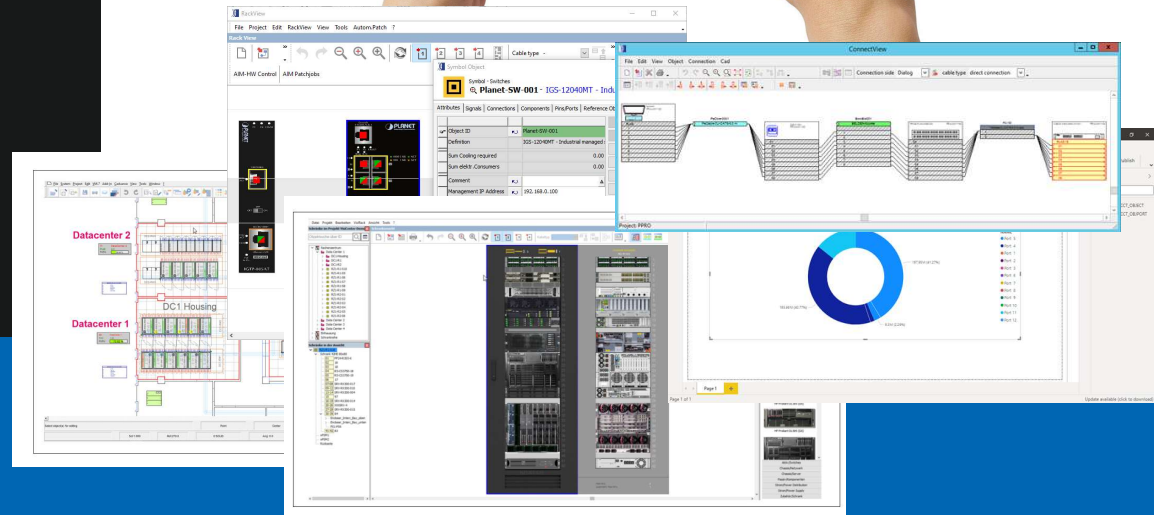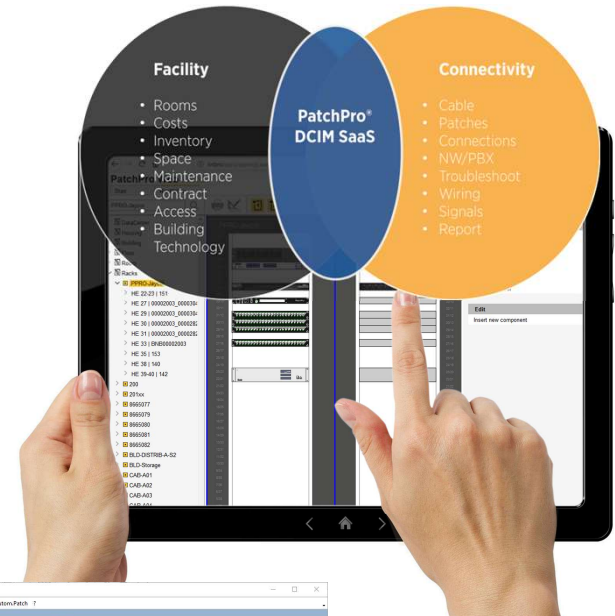**ASSET MANAGEMENT**

INFRASTRUCTURE & FACILITIES MANAGEMENT

BI & DATA ANALYTICS

IOT & AUTOMATION

DIGITAL ENTERPRISE

Facility
- Rooms
- Costs
- Inventory
- Space
- Maintenance
- Contract
- Access
- Building Technology

PatchPro® DCIM SaaS

Connectivity
- Cable
- Patches
- Connections
- NW/PBX
- Troubleshoot
- Wiring
- Signals
- Report

PatchPro® Modules

Modules		
	iPLM	Intelligent Physical Layer Management
	DCIM	Data Centre Infrastructure Management
	AIM	Automated Infrastructure Management
	PatchPro Web	Web Application
	SPM Web	Service Plan Manager
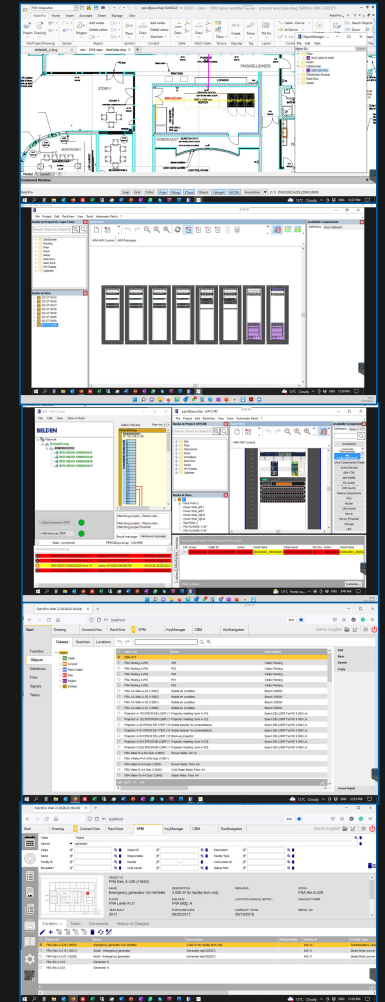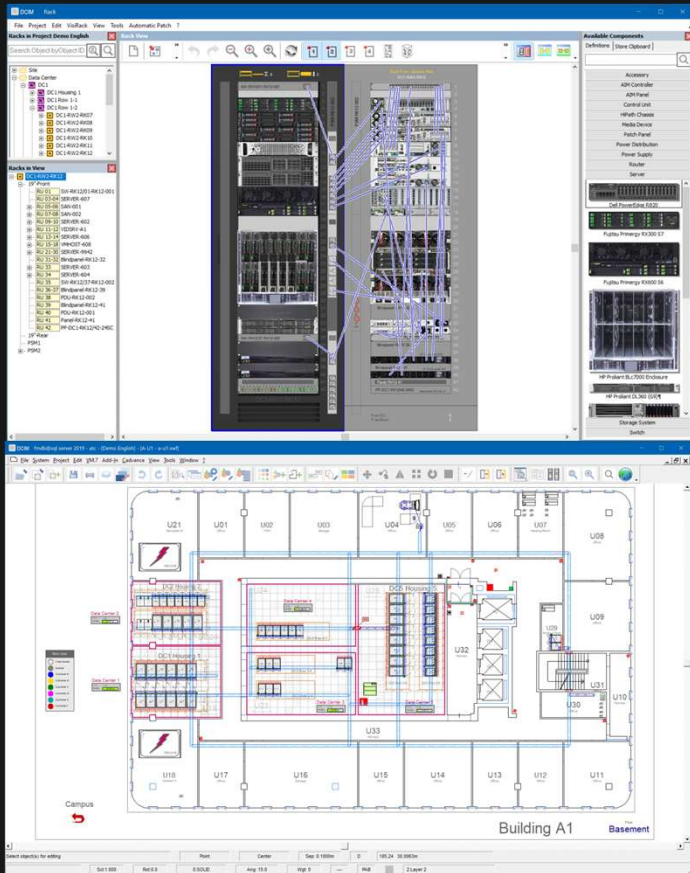
Network & Data Centre

Solutions

Complete Data Centre Solutions with JAYCOR

At JAYCOR, we provide comprehensive, turnkey solutions for structured cabling, networking, and data centre connectivity. From design to deployment, our expertise ensures seamless integration, robust performance, and scalability to meet modern business needs.

Optimized Networking: We specialize in robust networking solutions that support complex data requirements, delivering the bandwidth and reliability needed for continuous connectivity.

Structured Cabling Excellence: JAYCOR's structured cabling systems form the backbone of your network, enabling seamless integration across all systems and preparing your infrastructure for future needs.

End-to-End Data Centre Design & Build: JAYCOR's turnkey approach to data centre construction covers every aspect, from infrastructure planning to final deployment. Our solutions include all critical components needed to ensure a reliable, high-performing data centre environment, such as:

Racks, Cabinets, and Access Control Systems: Secure and efficient storage solutions for optimized organization and security.
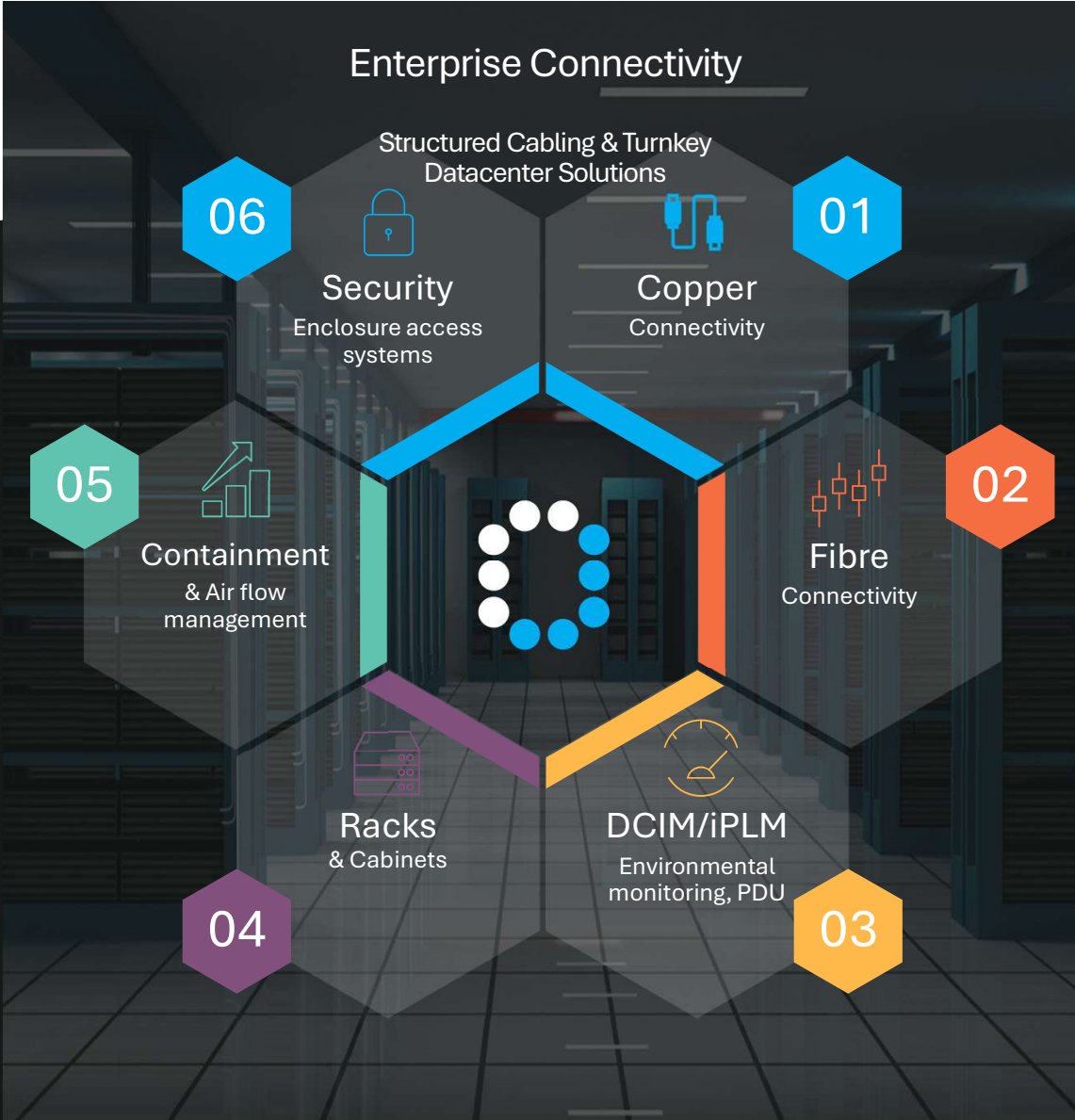
Cooling, Containment, and Environmental Sensing: Systems to maintain optimal temperatures and airflow while monitoring environmental conditions in real time.

Uninterrupted Power Supply (UPS) & Power Distribution (PDU) Systems: Reliable power solutions to prevent downtime and ensure uninterrupted operations.

Real-Time Asset Management and Monitoring with PatchPro® iPLM/DCIM: Advanced tools for managing assets and monitoring system performance in real time.

Copper and Optical Fibre Cabling and Patching: High-speed connectivity solutions for rapid data transmission.

DC Fire-Suppression Systems: Advanced fire protection for enhanced data centre safety.

Enterprise Connectivity

Structured Cabling & Turnkey Datacenter Solutions

06 Security — Enclosure access systems

01 Copper Connectivity

02 Fibre Connectivity

03 DCIM/iPLM — Environmental monitoring, PDU

04 Racks & Cabinets

05 Containment & Air flow management

Network & Datacenter

Connectivity Solutions

Copper & Fibre Structured Cabling

Rack Infrastructure

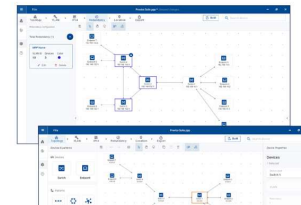**UPS Uninterrupted Power Supplies**

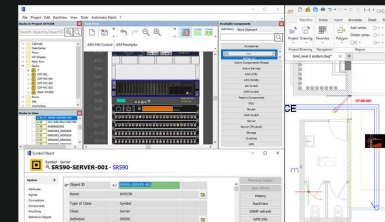
Real-time Monitoring , PDU & ACS Systems

Cooling & Heat Containment Systems

Layer 2/3 IT Core & Aggregation Switches

Network Design, Management & Network ACS solutions

iPLM/DCIM Asset Management Software

Structured cabling systems and rack infrastructure solutions for modern networks and data centres. Their high-performance cabling and scalable rack systems ensure seamless connectivity, reliability, and future-ready infrastructure for evolving business needs.

Layer 2/3 core and aggregation switches are designed to enhance network performance and scalability. With high-speed connectivity, advanced traffic management, and robust security, these switches ensure seamless data flow and reliable efficiency, meeting the needs of businesses of all sizes.

Reliable UPS and heat containment solutions are offered for data centres to ensure uninterrupted power supply and protect critical equipment during outages. The heat containment solutions enhance cooling efficiency and energy savings, helping optimize data centre performance, reliability, and sustainability.

A suite of solutions is offered, including real-time monitoring, network design, management, asset management software, and access control for networks and data centres. These tools enhance security, streamline operations, and improve performance and reliability.

AV Broadcast

Solutions

JAYCOR Broadcast Connectivity Solutions: Empowering Your Connection, Enhancing Your Reach

In broadcasting, reliable connectivity is crucial. At JAYCOR, we understand the need for secure, high-speed, and adaptable solutions that seamlessly connect teams and audiences, whether in the studio or on location. Our broadcast connectivity solutions are expertly designed to meet the high standards of the industry, ensuring uninterrupted content delivery even in the most demanding scenarios.

Our Offering:

- **Broadcast-Grade Network Infrastructure:** High-capacity fiber optics, hybrid cables, and wireless networking systems built to handle data-intensive live video and audio broadcasting with minimal latency and peak reliability.

- **Broadcast SDI-HD & 4K Cabling and Connectors:** Our specialized cabling and connectors support standard-definition through to 4K quality, providing a clear, dependable signal pathway for high-quality broadcast productions.

- **Tactical Fiber and SMPTE 311M Camera Chain Solutions:** Purpose-built for outside broadcasting, these solutions are rugged, durable, and optimized for high-stress environments, ensuring robust connectivity even in challenging conditions.

- **Active Transmission Components for Signal Broadcasting:** High-performance transmission solutions enhance signal quality, reducing degradation and latency to keep your broadcast sharp and in real-time.

- **Racks and Infrastructure for Data Signal Housing and Connectivity:** Our racks and mounting solutions are designed to keep your data signals organized, accessible, and reliably connected, providing a foundation for efficient signal management and distribution.

- **Mobile and Remote Connectivity:** From stadiums to remote sites, JAYCOR's portable and durable connectivity solutions offer quick deployment and resilience under challenging conditions.

- **Custom Solutions:** Every broadcast has unique requirements. Our team collaborates with you to design bespoke solutions, from system design to on-site support, ensuring you're ready to broadcast anytime, anywhere.

Why Choose JAYCOR?

With decades of experience in broadcast connectivity, JAYCOR combines technical innovation with a deep understanding of the broadcasting industry. Trust JAYCOR to keep you connected—wherever your broadcast journey leads.
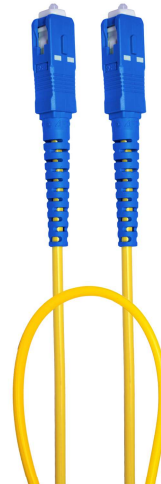
JAYCOR
INTERNATIONAL

Broadcast
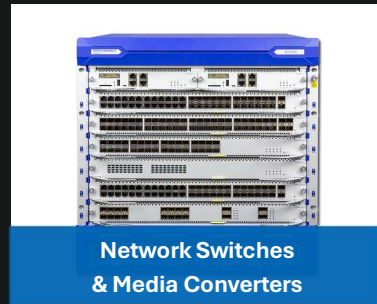## Connectivity Solutions

HD & UHD SDI Coax
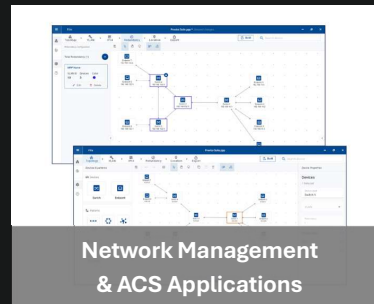
Analogue & Digital Audio

Tactical Fibre Optic

SMPTE 311M Broadcast Camera-chain

Network Structured Cabling

Network Switches & Media Converters

Network Management & ACS Applications

Rack infrastructure, UPS, & Monitoring Solutions

UHD coax, audio, tactical fibre, and SMPTE 311M cables provide high-performance solutions for professional applications, ensuring clear sound, ultra-HD video, rugged durability, and reliable HD camera connectivity.

Network structured cabling systems use copper or fibre networks for seamless communication. Layer 2 switches manage local data, while Layer 3 switches handle routing and VLANs, enhancing performance and security.

A suite of network design, management, and access control software solutions to help optimize, manage and protect your Broadcast infrastructure

Rack infrastructure and UPS systems are crucial in broadcast studios, providing organized equipment housing and backup power to ensure continuous operation and protect against outages.

Partnering with JAYCOR means gaining access to industry-leading expertise and solutions designed to empower your business

JAYCOR stands as a premier provider of connectivity solutions in Africa, specializing in Industrial OT, Enterprise IT, and AV Broadcast. With decades of experience, JAYCOR has established itself as a trusted partner for innovative, high-quality products and services tailored to meet the dynamic demands of modern connectivity. By leveraging cutting-edge technologies, robust infrastructure, and a deep understanding of the African market, JAYCOR ensures seamless integration, exceptional performance, and future-ready solutions for its clients.

The company's portfolio boasts a comprehensive range of products, from cables and connectivity hardware to fully customized solutions. JAYCOR's commitment to excellence is underpinned by partnerships with leading global manufacturers, a skilled team of professionals, and a customer-centric approach that prioritizes reliability, scalability, and cost-efficiency.

Partnering with JAYCOR means gaining access to industry-leading expertise and solutions designed to empower your business in Industrial OT, Enterprise IT, and AV Broadcast. With a proven track record, an unwavering focus on quality, and a vision to drive connectivity innovation in Africa, JAYCOR is your ideal choice to stay ahead in a rapidly evolving technological landscape. Let JAYCOR be the cornerstone of your success—connect with us today to build the future of connectivity, together.
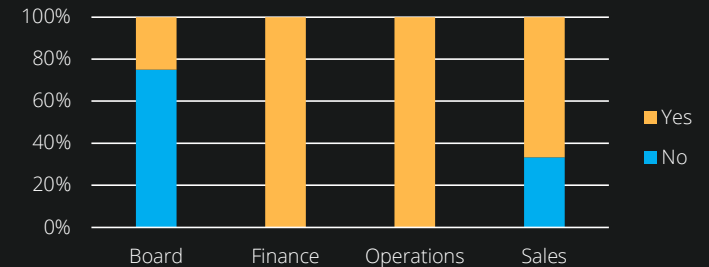
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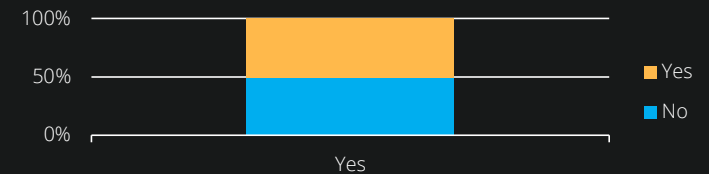
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B-BBEE Diversity per Department

- Yes
- No

Board, Finance, Operations, Sales

Management Team B-BBEE Diversity

- Yes
- No

JAYCOR is a strong advocate for fostering a diverse workforce across all departments, management structures, and levels of employee representation.

Connect

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