

## Editorial Graphics and Publishing Services

### Is it Who or Whom?

One of the dilemmas in business English grammar word usage is choosing between who and whom; whoever and whomever.

#### Two tips on choosing the right word

1. **Who** can be used as both a singular and a plural pronoun.

**Examples:**

The student who gets all the answers correct will be promoted.

The students who get all the answers correct will be promoted.

2. Choose the correct word by rephrasing the sentence to see if he or him fits.

If **he** fits, use **who**.

If **him** fits, use **whom**.

**Examples:**

- Who is responsible for making the copies? (Is **he** responsible?)
- Whom do we ask to make the copies? (Do we ask **him** to bring the coffee?)
- Give the job to whomever you please (Give the job to **him**)
- Give the job to whoever wants it. (Does **he** want the job?)
- Whoever wants the job will get it. (**He** will get the job.)

Practicing this usage in your work will make it easier to choose the correct word.