

# Modern elementary statistics, fifth edition: Solutions manual

Freund, John E

Note: This is not the actual book cover

# Solutions Manual For Modern Elementary Statistics

**D Kirk**



## **Solutions Manual For Modern Elementary Statistics:**

Thank you for reading **Solutions Manual For Modern Elementary Statistics**. Maybe you have knowledge that, people have search hundreds times for their favorite books like this Solutions Manual For Modern Elementary Statistics, but end up in harmful downloads.

Rather than enjoying a good book with a cup of tea in the afternoon, instead they juggled with some infectious bugs inside their desktop computer.

Solutions Manual For Modern Elementary Statistics is available in our book collection an online access to it is set as public so you can get it instantly.

Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one.

Merely said, the Solutions Manual For Modern Elementary Statistics is universally compatible with any devices to read

[http://www.frostbox.com/book/book-search/Download\\_PDFS/solution%20manual%20hill%20peterson.pdf](http://www.frostbox.com/book/book-search/Download_PDFS/solution%20manual%20hill%20peterson.pdf)

## **Table of Contents Solutions Manual For Modern Elementary Statistics**

1. Understanding the eBook Solutions Manual For Modern Elementary Statistics
  - The Rise of Digital Reading Solutions Manual For Modern Elementary Statistics
  - Advantages of eBooks Over Traditional Books
2. Identifying Solutions Manual For Modern Elementary Statistics
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Solutions Manual For Modern Elementary Statistics
  - User-Friendly Interface
4. Exploring eBook Recommendations from Solutions Manual For Modern Elementary Statistics

- Personalized Recommendations
- Solutions Manual For Modern Elementary Statistics User Reviews and Ratings
- Solutions Manual For Modern Elementary Statistics and Bestseller Lists
- 5. Accessing Solutions Manual For Modern Elementary Statistics Free and Paid eBooks
  - Solutions Manual For Modern Elementary Statistics Public Domain eBooks
  - Solutions Manual For Modern Elementary Statistics eBook Subscription Services
  - Solutions Manual For Modern Elementary Statistics Budget-Friendly Options
- 6. Navigating Solutions Manual For Modern Elementary Statistics eBook Formats
  - ePub, PDF, MOBI, and More
  - Solutions Manual For Modern Elementary Statistics Compatibility with Devices
  - Solutions Manual For Modern Elementary Statistics Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Solutions Manual For Modern Elementary Statistics
  - Highlighting and Note-Taking Solutions Manual For Modern Elementary Statistics
  - Interactive Elements Solutions Manual For Modern Elementary Statistics
- 8. Staying Engaged with Solutions Manual For Modern Elementary Statistics
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Solutions Manual For Modern Elementary Statistics
- 9. Balancing eBooks and Physical Books Solutions Manual For Modern Elementary Statistics
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Solutions Manual For Modern Elementary Statistics
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Solutions Manual For Modern Elementary Statistics
  - Setting Reading Goals Solutions Manual For Modern Elementary Statistics
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Solutions Manual For Modern Elementary Statistics

- 
- Fact-Checking eBook Content of Solutions Manual For Modern Elementary Statistics
  - Distinguishing Credible Sources

### 13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

## **Solutions Manual For Modern Elementary Statistics Introduction**

Solutions Manual For Modern Elementary Statistics Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Solutions Manual For Modern Elementary Statistics Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Solutions Manual For Modern Elementary Statistics : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Solutions Manual For Modern Elementary Statistics : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Solutions Manual For Modern Elementary Statistics Offers a diverse range of free eBooks across various genres. Solutions Manual For Modern Elementary Statistics Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Solutions Manual For Modern Elementary Statistics Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Solutions Manual For Modern Elementary Statistics, especially related to Solutions Manual For Modern Elementary Statistics, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Solutions Manual For Modern Elementary Statistics, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Solutions Manual For Modern Elementary Statistics books or magazines might include. Look for these in online stores or libraries. Remember that while Solutions Manual For Modern Elementary Statistics, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Solutions Manual

For Modern Elementary Statistics eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Solutions Manual For Modern Elementary Statistics full book, it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Solutions Manual For Modern Elementary Statistics eBooks, including some popular titles.

## FAQs About Solutions Manual For Modern Elementary Statistics Books

**What is a Solutions Manual For Modern Elementary Statistics PDF?** A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Solutions Manual For Modern Elementary Statistics PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. **How do I edit a Solutions Manual For Modern Elementary Statistics PDF?** Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. **How do I convert a Solutions Manual For Modern Elementary Statistics PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. **How do I password-protect a Solutions Manual For Modern Elementary Statistics PDF?** Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, iLovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering

information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

### **Find Solutions Manual For Modern Elementary Statistics :**

#### **solution manual hill peterson**

~~solution manual for data communications and networking by behrouz forouzan 2~~

*solution manual fundamental fluid mechanics cengel*

solution manual financial accounting volume 2 valix

*solution manual comprehensive tax return problems appendix*

#### **solution manual 3rd edition**

**solution manual accounting theory godfrey off balance**

**solution manual for matlab programming for engineers**

*solution manual financial management brigham ehrhardt*

solution manual beer johnson 5th edition mechanics

~~solution manual for linear system theory~~

solution manual cost accounting horngren 9th edition

#### **solution manual for classical and statistical thermodynamics**

~~solution manual differential equations boyce diprima~~

solution manual for hibbler daynamics 9th edition

### **Solutions Manual For Modern Elementary Statistics :**

cleveland clinic illustrated tips and tricks in colon and rectal - Oct 21 2022

web filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world  
cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a trusted mentor

cleveland clinic illustrated tips and tricks in colon and medium - Jun 16 2022

web packed with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world  
cleveland clinic illustrated tips and tricks in colon and rectal surgery



**cleveland clinic illustrated tips and tricks in c** - Mar 14 2022

web this cleveland clinic illustrated tips and tricks in c as one of the most involved sellers here will unconditionally be in the midst of the best options to review acute leukemia ashkan emadi md phd

*cleveland clinic illustrated tips and tricks in colon and rectal* - Jun 28 2023

web jan 14 2020 covers surgery for anorectal disease and pelvic floor disorders surgery within the abdomen and the pelvis as well as tips for particular situations such as bowel obstruction trauma and the difficult stoma

**ovid cleveland clinic illustrated tips and tricks in colon and** - Aug 31 2023

web selected as a doody's core title for 2023 filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a trusted mentor

c programming tips and tricks better programming - Feb 10 2022

web mar 24 2021 master some of the crucial c concepts and save a few lines of code 1 include all standard libraries in one go use include bits stdc h to include all the standard libraries in your project without including all of them separately this is especially useful in a programming competition where time is precious

*cleveland clinic illustrated tips and tricks in colon a* - Apr 26 2023

web jan 14 2020 0 ratings0 reviews selected as a doody's core title for 2022 and 2023 filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along

**c programming tips and tricks every programmer should know** - Apr 14 2022

web sep 12 2023 we've assembled 15 cool c programming tips and tricks in this article if you are a c learning student or a c programmer then these tips are for you and can come quite handy in your work assignments we discovered some of these ideas after lots of reading and some while working

cleveland clinic illustrated tips and tricks in colon and rectal - Nov 21 2022

web jan 14 2020 filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a trusted mentor

**cleveland clinic illustrated tips and tricks in colon and rectal** - Feb 22 2023

web scott r steele 0 5 0 0 comments tips and tricks in surgery will be a series of books that offer the sort of wisdom attending surgeons pass on to residents or fellows about how to perform surgery it is patterned after the series being developed in

*cleveland clinic illustrated tips and tricks in colon and rectal* - Sep 19 2022

web cleveland clinic illustrated tips and tricks in colon and rectal surgery pb 2021 9781975108250

**cleveland clinic opens new research facility announces details** - Jan 12 2022

web sep 28 2023 the initial facility opens this month and contains 45 000 square feet of remodeled research space in an existing building on the clinic s main campus

cleveland clinic illustrated tips and tricks in colon and rectal - Dec 23 2022

web cleveland clinic illustrated tips and tricks in colon and rectal surgery by steele scott isbn 10 1975108256 isbn 13 9781975108250 lww 2020 softcover

*cleveland clinic illustrated tips and tricks in colon and medium* - Jul 18 2022

web packed with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery

*cleveland clinic illustrated tips and tricks in colon and rectal* - May 28 2023

web nov 18 2019 filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a trusted mentor

**cleveland clinic illustrated tips and tricks in colon and rectal** - Jan 24 2023

web filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a

*pdf download cleveland clinic illustrated tips and tricks in* - May 16 2022

web 30 04 2021 views share embed flag pdf download cleveland clinic illustrated tips and tricks in colon and rectal surgery

**cleveland clinic illustrated tips and tricks in colon and rectal** - Aug 19 2022

web filled with the collective wisdom and experience of surgeons at the busiest department of colorectal surgery in the world cleveland clinic illustrated tips and tricks in colon and rectal surgery walks you step by step through each procedure with pointers given along the way as if from a trusted mentor you ll find a unique collection of

cleveland clinic illustrated tips and tricks in lww - Jul 30 2023

web cleveland clinic illustrated tips and tricks in colon and rectal surgery edition 1 read reviews author s scott steele isbn issn 9781975108250 publication date january 6 2020 vitalsource interactive ebook 164 99 paperback book 164 99 selected as a doody s core title for 2022 and 2023

**cleveland clinic illustrated tips and tricks in colon and re** - Mar 26 2023

web cleveland clinic illustrated tips and tricks in colon and rectal surgery goldstone robert md author information annals of

surgery december 2020 volume 272 issue 6 p e333 doi 10 1097 sla 0000000000004359 buy metrics copyright 2020 wolters  
kluwer health inc all rights reserved

**marshall cavendish chemistry matters gce o level textbook** - Jun 03 2022

web chemistry matters 2nd edition covers the latest cambridge gce o level chemistry syllabus this textbook engages inspires thoughtful learning and cultivates essential 21st century competencies textbook

**chemistry syllabus 6092 singapore examinations and** - Jun 15 2023

web 6092 chemistry gce ordinary level syllabus 9 content structure sections topics i matter structures and properties 1 experimental chemistry 2 the particulate nature of matter 3 chemical bonding and structure ii chemical reactions 4 chemical calculations 5 acid base chemistry 6 qualitative analysis 7 redox chemistry

**6092 y21 sy singapore examinations and assessment board** - Jul 16 2023

web chemistry singapore cambridge general certificate of education ordinary level 2021 syllabus 6092 contents singapore examinations and assessment board moe ucles 2019 introduction

chemistry matters gce o level 2nd edition paperback - Sep 18 2023

web paperback from s 45 50 1 new from s 45 50 chemistry comes alive with chemistry matters for gce o level 2nd edition while fulfilling the latest gce o level chemistry syllabus of the ministry of education singapore this textbook also engages inspires thoughtful learning and cultivates essential 21st century competencies

**bedok green secondary school ministry of education** - Apr 13 2023

web 22 chemistry matters for gce o level theory workbook 3rd ed pure chemistry g3 new marshall c 8 05 23 chemistry matters for gce o level practical workbook 3rd ed pure chemistry g3 new marshall c 7 55 24 o level chemistry topical 2013 2022 tys available in 2023

**science digital resources mcweb2 0** - Oct 19 2023

web to access the errata list for chemistry matters for gce o level textbook 3rd edition click here physics matters 5th edition series digital resources the physics matters series 5th edition comes with annotatable ebooks and mceduhub app that are packed with fun and interactive content and effective tools for teaching and learning

*o level chemistry tuition sec 3 4 pure physics chemistry* - Feb 28 2022

web o level master marymount blk 256 bishan street 22 b1 472 singapore 570256 o level master jurong blk 134 jurong gateway road 02 309b singapore 600134 o level master kembangan 14d jalan masjid kingston terrace 01 04 singapore 418935

chemistry matters for gce o level theory workbook 3e new - Mar 12 2023

web chemistry matters for gce o level theory workbook 3e new chemistry matters for gce o level theory workbook 3e new for

the month of november and december we are also open on saturday from 11 00 2 00pm closed on public holiday login  
register 0 cart your shopping cart is

[chemistry matters textbook gce o level 2nd edition](#) - Oct 07 2022

web description chemistry matters 2nd edition covers the latest cambridge gce o level chemistry syllabus this textbook engages inspires thoughtful learning and cultivates essential 21st century competencies

**chemistry matters gce o level practical book 2nd edition** - Aug 17 2023

web designed to enrich learning and develop investigative and practical skills this complete practical course fulfils the latest gce o level chemistry syllabus requirements of the ministry of education enriches learning the improved experiments facilitate hands on learning that reinforces understanding of fundamental chemistry concepts

**chemistry matters for gce o level 3ed textbook** - Sep 06 2022

web chemistry matters for gce o level 3ed textbook quantity add to cart sku uss s3exp puresci chem tb categories book pure science secondary 3 express secondary school

*g c e o level chemistry matters by tan yin toon* [goodreads](#) - Nov 08 2022

web jan 1 2007 76 ratings2 reviews g c e o level chemistry matters workbook teacher s edition 186 pages paperback first published january 1 2007 book details editions

*chemistry matters 3rd edition marshal cavendish gce o level* - Jul 04 2022

web buy chemistry matters 3rd edition marshal cavendish gce o level textbook in singapore singapore latest edition this year cheaper than you find in store brand new and unused meet up either tiong bahru or woodlands area other areas subject to my conveni chat to buy

[chemistry matters for gce o level revision guide](#) - Feb 11 2023

web the chemistry matters for gce o level revision guide is written in line with the 2023 gce ordinary level syllabus by the singapore ministry of education the book is designated to prepare students to excel in the examinations can we recommend discover biology revision guide s 19 33 add to basket o level 0000 000000 topical

**chemistry matters cge o level by tan yin toon** [goodreads](#) - May 14 2023

web chemistry matters cge o level tan yin toon chen ling kwong john sadler 3 41 39 ratings10 reviews from a review chemistry matters textbook is written in alignment with the latest gce ordinary level chemistry syllabus by

[sg chemistry award winning o level and a level chemistry](#) - Apr 01 2022

web his expertise in o and a level chemistry has helped countless students develop a thorough understanding for the subject most of his students eventually master and score distinction for chemistry from simplifying complex chemical processes to guiding students in solving difficult problems independently mr terence often caters suitable learning

**past papers o levels chemistry 5070 gce guide** - May 02 2022

web aug 13 2023 past papers o levels chemistry 5070 gce guide past papers of o levels chemistry 5070 cambridge o levels cambridge igcse cambridge int l as a levels caie october november 2023 session starts 0 days 0 hours 0 minutes 0 seconds update s 13 08 2023 new as a level latest papers added

o level chemistry matters boiboiboi - Jan 10 2023

web chemistry comes alive with chemistry matters for gce o level 2nd edition while fulfilling the latest gce o level chemistry syllabus of the ministry of education singapore this textbook also engages inspires thoughtful

*gce o level chemistry matters textbook worldcat org* - Aug 05 2022

web first published as chemistry matters for gce o level by oxford university press in 2000

**chemistry matters gce o level textbook 3rd ed by marc** - Dec 09 2022

web may 25 2023 chemistry matters gce o level textbook 3rd edition is a comprehensive and well structured resource that provides a solid foundation for students preparing for the gce o level chemistry examination authored by tan yin toon e l ang and m s tan this textbook covers all the essential topics in chemistry with clarity

*top 10 corporate training plan templates with examples and* - Sep 03 2023

web sep 15 2023 template 1 corporate training plan ppt set this comprehensive ppt bundle is a dynamic learning roadmap empowering your workforce and contributing to

top 7 staff training plan templates with samples and examples - Oct 04 2023

web oct 23 2023 get your hands down on these templates and turn your staff training plan into business results let s explore template 1 staff training plan powerpoint ppt template bundles use this ppt template to identify skill gaps and evaluate what

**26 free training plan templates word pdf excel** - Jul 21 2022

web feb 22 2023 step 4 state the essential concepts of the training and the primary subject matter while also discussing the timings step 5 present the material and the

**top 5 training outline template with examples and samples** - Jan 15 2022

*3 training plan templates to develop your employees indeed* - Jul 01 2023

web feb 15 2023 create present and share an effective and efficient training module to help your employees perform at optimum capacity with our employee training plan

best training plan guide template matrix - Feb 25 2023

web 11 examples of employee training plan templates we ve put together these ready to use training templates and checklists that you can customize to suit your company s learning

[top 7 employee training plan templates with examples and](#) - May 31 2023

web sep 7 2022 here we ve outlined a couple of employee training templates and examples why you need an employee training plan employee training plans detail how

**8 employee training plan templates monday com** - Feb 13 2022

**55 sample training plan templates in pdf ms word** - Oct 12 2021

[how to write a training email with template and example](#) - Mar 17 2022

**10 training action plan examples staff employee skills** - Nov 24 2022

web employee training and development plan 10 employee training and development plan samples 1 employee training and development plan 2 sample employee

*free 10 employee training plan samples in ms word pages* - Nov 12 2021

[sample training plans and training plan templates](#) - Dec 26 2022

web mar 29 2023 employee training may occur during the first week at a new company or periodically throughout the duration of their employment here are 10 examples of

[employee training plan templates 3 training plan examples](#) - Mar 29 2023

web we ll explore what a new hire training plan is why it s critical for a business and the components of a training plan and present an example template to get you started

[employee training plan 10 examples format pdf](#) - Sep 22 2022

web feb 16 2023 use these steps to help you create a training email 1 include a subject the subject line provides a summary of an email s key message you may include the date

**11 powerful training plan templates and examples for your** - Aug 22 2022

web sep 6 2023 what are some examples of employee training plan templates let s explore eight popular use cases for employee training templates you can even decide

[training plan employees examples layout excel 2023](#) - Apr 17 2022

web 55 sample training plan templates in pdf ms word google docs apple pages business training is essential to strengthen employee skills boost productivity and

**14 sample new employee training plan in pdf ms word** - Oct 24 2022

web sep 28 2023 in this blog post we will explore various aspects of training plans including different examples and layouts a downloadable training plan template in excel format

**how to create an employee training plan in 10 steps** - Jan 27 2023

web excel word program to initiate handouts for workers create notes and outline for trainers due to advanced technology ideas continue to pop up each day this entails augmented

**best sample training plan guide for managers and** - Aug 02 2023

web 3 types of training plan templates new employee training plan you should develop a new employee training plan template for all your new hires this will generally have two components orientation and role specific training

**10 examples of training programs and their benefits indeed** - Jun 19 2022

web oct 15 2022 employee training plan templates create your employee training plan roadmap as your industry changes so do the skills your workforce needs to remain competitive your team members need consistent targeted training to keep their skills sharp an employee training plan and template can help managers want help in

**creating an employee training plan and template betterworks** - Dec 14 2021

**free 10 employee training and development plan samples in** - May 19 2022

web free 10 employee training plan samples time to change your training strategy you are in the right place because in this section we have collated high quality employee

free training plan templates for business use - Apr 29 2023

web training action plans are a kind of series of strategic and thought out plans that trainers use in order to train a new recruit or a newly hired employee in the company or the