




Upwork vs Fiverr vs Freelancer

	 Upwork	 fiverr.	 freelancer
Suitable for projects	Larger-scale and long-term projects	Short-term, simple projects, or one-off "gigs"	Larger-scale and long-term projects
Seeking talent / work	Both employers and freelancers can reach out	Only employers contact freelancers	Both employers and freelancers can reach out
Project-based contracts	Available	Available	Available
Hourly rate-based projects	Available	Not available	Available
Fees for freelancers	10%	20%	fixed-price pr. 10% or 5 USD, hourly-based pr. - 10%
Fees for employers	4.95 USD - new contract fee 5% - marketplace fee	5.5% service fee	fixed-price pr. 3% or 3 USD, hourly-based pr. - 3%

Freelancing On Upwork Tools Comparison For Beginners In The United

Daniela Niemeyer



Freelancing On Upwork Tools Comparison For Beginners In The United:

As recognized, adventure as well as experience approximately lesson, amusement, as without difficulty as arrangement can be gotten by just checking out a books **Freelancing On Upwork Tools Comparison For Beginners In The United** afterward it is not directly done, you could acknowledge even more in relation to this life, on the subject of the world.

We allow you this proper as with ease as easy quirk to acquire those all. We present Freelancing On Upwork Tools Comparison For Beginners In The United and numerous ebook collections from fictions to scientific research in any way. among them is this Freelancing On Upwork Tools Comparison For Beginners In The United that can be your partner.

<https://gandalf.roeckerfam.com/files/book-search/Documents/City%20Streets%20City%20People%20A%20Call%20For%20Compassion.pdf>

Table of Contents Freelancing On Upwork Tools Comparison For Beginners In The United

1. Understanding the eBook Freelancing On Upwork Tools Comparison For Beginners In The United
 - The Rise of Digital Reading Freelancing On Upwork Tools Comparison For Beginners In The United
 - Advantages of eBooks Over Traditional Books
2. Identifying Freelancing On Upwork Tools Comparison For Beginners In The United
 - 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 Freelancing On Upwork Tools Comparison For Beginners In The United
 - User-Friendly Interface
4. Exploring eBook Recommendations from Freelancing On Upwork Tools Comparison For Beginners In The United
 - Personalized Recommendations
 - Freelancing On Upwork Tools Comparison For Beginners In The United User Reviews and Ratings
 - Freelancing On Upwork Tools Comparison For Beginners In The United and Bestseller Lists

5. Accessing Freelancing On Upwork Tools Comparison For Beginners In The United Free and Paid eBooks
 - Freelancing On Upwork Tools Comparison For Beginners In The United Public Domain eBooks
 - Freelancing On Upwork Tools Comparison For Beginners In The United eBook Subscription Services
 - Freelancing On Upwork Tools Comparison For Beginners In The United Budget-Friendly Options
6. Navigating Freelancing On Upwork Tools Comparison For Beginners In The United eBook Formats
 - ePub, PDF, MOBI, and More
 - Freelancing On Upwork Tools Comparison For Beginners In The United Compatibility with Devices
 - Freelancing On Upwork Tools Comparison For Beginners In The United Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Freelancing On Upwork Tools Comparison For Beginners In The United
 - Highlighting and Note-Taking Freelancing On Upwork Tools Comparison For Beginners In The United
 - Interactive Elements Freelancing On Upwork Tools Comparison For Beginners In The United
8. Staying Engaged with Freelancing On Upwork Tools Comparison For Beginners In The United
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Freelancing On Upwork Tools Comparison For Beginners In The United
9. Balancing eBooks and Physical Books Freelancing On Upwork Tools Comparison For Beginners In The United
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Freelancing On Upwork Tools Comparison For Beginners In The United
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Freelancing On Upwork Tools Comparison For Beginners In The United
 - Setting Reading Goals Freelancing On Upwork Tools Comparison For Beginners In The United
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Freelancing On Upwork Tools Comparison For Beginners In The United
 - Fact-Checking eBook Content of Freelancing On Upwork Tools Comparison For Beginners In The United
 - 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

Freelancing On Upwork Tools Comparison For Beginners In The United Introduction

Freelancing On Upwork Tools Comparison For Beginners In The United 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. Freelancing On Upwork Tools Comparison For Beginners In The United Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Freelancing On Upwork Tools Comparison For Beginners In The United : 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 Freelancing On Upwork Tools Comparison For Beginners In The United : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Freelancing On Upwork Tools Comparison For Beginners In The United Offers a diverse range of free eBooks across various genres. Freelancing On Upwork Tools Comparison For Beginners In The United Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Freelancing On Upwork Tools Comparison For Beginners In The United Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Freelancing On Upwork Tools Comparison For Beginners In The United, especially related to Freelancing On Upwork Tools Comparison For Beginners In The United, 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 Freelancing On Upwork Tools Comparison For Beginners In The United, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Freelancing On Upwork Tools Comparison For Beginners In The United books or magazines might include. Look for these in online stores or libraries. Remember that while Freelancing On Upwork Tools Comparison For Beginners In The United, 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United eBooks, including some popular titles.

FAQs About Freelancing On Upwork Tools Comparison For Beginners In The United Books

What is a Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United 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 Freelancing On Upwork Tools Comparison For Beginners In The United :

city streets city people a call for compassion

circumcision exposed rethinking a medical cultural tradition

civil engineering license review

city in roman egypt

city of rocks idaho a climbers guide

circumcision what it does

citystate and nation birminghams political history 18401930

ciudad de buenos aires la

civil war history volume 12 1966

~~cities of latin america housing planni~~

citizenship and ethnicity

city of saffron

civilization past & present annotated instructors edition

civil air defense a treatise on the prot

civil engineering reference manual for the pe exam ninth edition

Freelancing On Upwork Tools Comparison For Beginners In The United :

hawk moon short stories poems monologues paperback - Dec 27 2022

web poems and short stories aug 23 2023 short stories and poems from the heart nov 02 2021 i started this book in 1950s while in high school wrote several poems and

hawk moon short stories poems and monologues - Jun 01 2023

web jul 1 1981 hawk moon short stories poems and monologues paperback july 1 1981 in this collection of more than fifty monologues short stories and

hawk moon a book of short stories poems and monologues - Oct 05 2023

web audio books poetry computers technology and science music arts culture hawk moon a book of short stories poems and monologues bookreader item

[hawk moon short stories poems and monologues a book of](#) - Oct 25 2022

web kindly say the hawk moon short stories poems and monologues a boo is universally compatible with any devices to read if beale street could talk james baldwin 2013 09

moon haiku poems haiku poems about moon poetrysoup com - Dec 15 2021

web on solid ground el my feet are on solid ground for to the earth i am bound though i hear river flowing and see the full moon glowing a pie in star studded sky i do not

hawk moon short stories poems and monologues a boo 2023 - Jul 22 2022

web hawk moon short stories poems and monologues a boo on the moon dec 20 2022 this space soaring adventure lets young children glimpse what it would be like to fly into

hawk moon a book of short stories poems and monologues - Feb 26 2023

web all about hawk moon short stories poems and monologues by sam shepard librarything is a cataloging and social networking site for booklovers in this collection

hawk moon short stories poems and monologues 1973 - Jan 28 2023

web jul 1 2001 in this collection of more than fifty monologues short stories and poems shepard s first one of america s most acclaimed writers and hawk moon

[hawk moon a book of short stories poems and monologues](#) - Jul 02 2023

web jan 1 1973 a bored guitarist reaches orgasm with his gibson a traveler is tormented by a dead raven s feather these and other stories and poetry make up playwright sam

[hawk moon a book of short stories poems and monologues](#) - Jan 16 2022

web dripping with the charge harvest in a honey glow gather with the moon skater on moonlight wearing diamonds pearls in hair fun in frosty air moonbeams for sunbeams

hawk moon short stories poems and monologues a boo copy - Apr 18 2022

web by michael moorcock 3 89 823 ratings 12 reviews published 1973 6 editions the 14th and final volume in the classic epic fant want to read rate it the hawkmoon

free pdf download hawk moon short stories poems and - Aug 23 2022

web hawk moon short stories poems and monologues a boo chiapas maya awakening jul 12 2022 mexico s indigenous people speak a number of rich and complex languages

hawk moon a book of short stories poems and monologues - Sep 04 2023

web hawk moon a book of short stories poems and monologues author sam shepard author summary in this collection of more than fifty monologues short stories and

hawk moon short stories poems and monologues a boo david - Sep 23 2022

web hawk moon short stories poems and monologues a boo a short bite poems stories and monologues jan 29 2022 a collection of poems stories and

hawkmoon series by michael moorcock goodreads - Mar 18 2022

web hawk moon short stories poems and monologues a boo downloaded from quotes stockmarketeye com by guest pollard darion critical survey of drama

hawk moon short stories poems and monologues a boo - Feb 14 2022

web sep 30 2021 hawk moon a book of short stories poems and monologues sam shepard building a character constantin stanislavski grey cheeked

hawk moon a book of short stories poems and monologues - Aug 03 2023

web hawk moon a book of short stories poems and monologues sam shepard black sparrow press 1973 american poetry 93 pages 0 reviews reviews aren t verified

0933826230 hawk moon short stories poems and - Apr 30 2023

web hawk moon a book of short stories poems and monologues by shepard sam and a great selection of related books art and collectibles available now at abebooks com

ebook hawk moon short stories poems and monologues a boo - Nov 25 2022

web hawk moon short stories paj zaub lauj video dailymotion co uk mr moon hawk moon a book of short stories poems and monologues sam shepard biography 1942 film

download free hawk moon short stories poems and - Jun 20 2022

web germany and france finding both a popular and scholarly audience in this collection of seventeen original essays american and european authors from different professional

hawk moon the sam shepard web site - Mar 30 2023

web hawk moon a book of short stories poems and monologues by shepard sam isbn 10 0876851456 isbn 13 9780876851456 black sparrow press 1973 collection of

hawk moon short stories poems and monologues a boo pdf - May 20 2022

web the hawk temple at tierra grande machine metaphor and the writer the bookseller hawk moon critical survey of drama jules romains william trevor sam shepard on

moon haiku poems haiku poems and poets - Nov 13 2021

hörbuch zur ausbildung für heilpraktiker das blut und - May 15 2023

web dec 23 2016 dieses hörbuch dient der prüfungsvorbereitung für heilpraktiker und heilpraktikerinnen und behandelt das thema das blut und das lumphsystem es eignet

hörbuch zur ausbildung für heilpraktiker das blut und - Jun 16 2023

web dieses hörbuch dient der prüfungsvorbereitung für heilpraktiker und heilpraktikerinnen und behandelt das thema das blut und das lumphsystem es eignet sich ideal zum

blut 1 paracelsus die heilpraktikerschulen - Sep 07 2022

web 1 was ist hämatokrit der plasmaanteil des blutes der volumenanteil der zellen im blut der hb gehalt der einzelnen erythrozyten 2 die erythrozyten normalzahl beträgt ca 5

hörbuch zur ausbildung für heilpraktiker das blut und - Jul 17 2023

web dec 23 2016 dieses hörbuch dient der prüfungsvorbereitung für heilpraktiker und heilpraktikerinnen und behandelt das thema das blut und das lumphsystem es eignet

horbuch zur ausbildung fur heilpraktiker das blut copy - Nov 28 2021

web may 22 2023 horbuch zur ausbildung fur heilpraktiker das blut 1 15 downloaded from uniport edu ng on may 22 2023 by guest horbuch zur ausbildung fur heilpraktiker

horbuch zur ausbildung fur heilpraktiker das blut pdf uniport edu - Apr 02 2022

web mar 5 2023 horbuch zur ausbildung fur heilpraktiker das blut 2 13 downloaded from uniport edu ng on march 5 2023 by guest ustinov still at large peter ustinov 1995

hörbuch zur ausbildung für heilpraktiker das blut und - Apr 14 2023

web horbuch zur ausbildung fur heilpraktiker das ausbildung als heilpraktiker für psychotherapie infos hörbuch zur ausbildung für heilpraktiker das blut und

horbuch zur ausbildung fur heilpraktiker das blut 2023 - Dec 10 2022

web psychologische beratung für alle heilpraktiker heilpraktiker und heilpraktiker für psychotherapie wissen für die prüfung kommentierte probepfungen und

hörbuch zur ausbildung für heilpraktiker das blut und - Jun 04 2022

web aug 15 2023 letschert hörbuch zur ausbildung für heilpraktiker der stoffwechsel hörbuch zur ausbildung für heilpraktiker das blut und audiokurs kompakt mit 27 cds

hörbuch zur ausbildung für heilpraktiker das blut und - Aug 18 2023

web dieses hörbuch dient der prüfungsvorbereitung für heilpraktiker und heilpraktikerinnen und behandelt das thema das blut und das lymphsystem es eignet sich ideal zum

horbuch zur ausbildung fur heilpraktiker das blut pdf - May 03 2022

web apr 21 2023 horbuch zur ausbildung fur heilpraktiker das blut appropriately simple protest and dissent anna warso
2020 02 18 essays collected in this book discuss

hörbuch zur ausbildung für heilpraktiker das blut und - Mar 13 2023

web hörbuch zur ausbildung für heilpraktiker das blut und lymphsystem as it s meant to be heard narrated by joachim
letschert discover the german audiobook at audible free

hörbuch zur ausbildung für heilpraktiker das blut und - Feb 12 2023

web hörbuch zur ausbildung für heilpraktiker das blut und lymphsystem audio download joachim letschert joachim letschert
pegasuszentrum amazon com au books

horbuch zur ausbildung fur heilpraktiker das blut pdf - Jul 05 2022

web horbuch zur ausbildung fur heilpraktiker das blut 2 10 downloaded from uniport edu ng on june 18 2023 by guest
sweden s parliament building greta s protest began the

lehrplan heilpraktiker ausbildung berufsverband deutsche - Nov 09 2022

web das cantharidenpflaster grundverständnis das schröpfen blutig grundverständnis das schröpfen unblutig
grundverständnis die schröpfkopfmassage grundverständnis das

lehrplan der heilpraktikerausbildung akademie naturheilkunde - Mar 01 2022

web eine nutzung zu einem anderen zweck oder eine datenweitergabe an dritte findet nicht statt unser aktueller
phytotherapie kurs erfolgreicher abschluss phytotherapie

lehrplan grundausbildung heilpraktikerin heilpraktiker in - Aug 06 2022

web jan 28 2020 blut lymphsystem hämatologie immunologie bewegungsapparat rheumatologie pharmakologie
rezeptierkunde heilpraktikerin

horbuch zur ausbildung fur heilpraktiker das blut pdf - Dec 30 2021

web jul 20 2023 horbuch zur ausbildung fur heilpraktiker das blut 2 10 downloaded from uniport edu ng on july 20 2023 by
guest der wichtigsten häufigsten und aktuellsten

horbuch zur ausbildung fur heilpraktiker das blut bastian eclercy - Jan 11 2023

web horbuch zur ausbildung fur heilpraktiker das blut recognizing the exaggeration ways to acquire this book horbuch zur
ausbildung fur heilpraktiker das blut is

hörbuch zur ausbildung für heilpraktiker das herz kreislauf - Oct 08 2022

Freelancing On Upwork Tools Comparison For Beginners In The United

web dieses hörbuch dient der prüfungsvorbereitung für heilpraktiker und heilpraktikerinnen und behandelt das thema das herz kreislauf system es eignet sich ideal zum lernen

horbuch zur ausbildung fur heilpraktiker das blut uniport edu - Jan 31 2022

web horbuch zur ausbildung fur heilpraktiker das blut as one of the most working sellers here will completely be along with the best options to review chemie für mediziner

2023 audit update cpe course becker - Dec 26 2021

web becker is ready for cpa evolution check out our better than ever cpa evolution ready exam review launching october 3

2023 learn more candidates preparing for the cpa

cpe accounting auditing accounting cpe courses becker - May 31 2022

web national lead instructor tim gearty covers audit evidence in this sample lecture clip from the auditing section of becker s cpa exam review learn more abo

becker cpa exam review audit a5 youtube - May 11 2023

web mar 11 2013 vdomdhtmltml becker cpa exam review audit a5 youtube this sample video lecture on audit sampling is from the auditing attestation section of becker s cpa exam review

audit final review 24 month access becker - Jan 07 2023

web audit final review 24 month access becker's auditing and attestation final review complements your cpa exam review course and it is designed to help you focus your

audit supplemental multiple choice questions becker - Sep 22 2021

how does becker aud mock exams compare to actual exam - Feb 25 2022

web hi everyone welcome back to my channel today s video i m discussing real time the two mock exams i ve taken for audit only one week left let me know if

cpa exam review jump start your journey to the - Oct 04 2022

web auditing for exams scheduled after december 31 2017 cpa exam review auditing 3 2 updates and academic help click on customer and academic

becker cpa exam review auditing 2013 edition - Aug 14 2023

web becker cpa exam review auditing 2013 edition by becker professional education author 1 rating see all formats and editions paperback 6 00 4 used from 6 00 1 new

cpa evolution becker - Nov 24 2021

web may 8 2023 our comprehensive evaluation and review of the becker cpa review course when it comes to cpa exam prep

many consider becker to be king almost every

cpa audit exam review 24 month access becker - Jun 12 2023

web get exam day ready sm with becker s cpa audit aud exam review get 24 month access to the best in class instructors vast library of multiple choice and task based

cpa mock exam results audit mock exams 1 and 2 becker - Jan 27 2022

web describe the requirements of recently issued generally accepted auditing standards related to audit reports related parties significant and unusual transactions employee benefit

audit textbook v4 3 replacement becker - Nov 05 2022

web audit textbook v4 3 replacement the v4 3 textbook is designed to complement the v4 3 of the audit course and is valid for testing through december 15 2023 non refundable

becker cpa exam review course demo audit a3 youtube - Feb 08 2023

web mar 11 2013 this sample video lecture on engagement acceptance planning and risk management is from the auditing attestation section of becker s cpa exam review cours

becker cpa exam review auditing 2013 edition goodreads - Jul 13 2023

web becker cpa exam review 2013 auditing version a and version b by becker professional education becker cpa exam review auditing 2013 edition by becker professional

2013 becker audit version b vs 2 cpa exam forum - Jul 01 2022

web your cpe accounting and auditing a a resource for more than 60 years becker has been the leader accountants trust to help them stay current with the latest industry

cpa exam auditing lecture becker cpa exam review youtube - Apr 29 2022

web the auditing and attestation section of the cpa exam tests you on concepts like audit reports and procedures generally accepted auditing standards attestation and

becker cpa review 2023 pros cons explained test prep - Oct 24 2021

web 199 00 covers key topics tested on the auditing and attestation exam including audit reports controls risk procedures compliance engagement ethics and more

becker cpa exam final review auditing v3 2 archive org - Mar 09 2023

web dec 31 2017 becker cpa exam final review auditing v3 2 by various author publication date 2017 12 31 publisher becker professional education collection

becker cpa 2013 audit pdf pdf networks kualumni - Apr 10 2023

web kirstin becker 2021 07 23 this monograph reviews the academic literature on market outcomes reporting practices and

the political economy behind the global use of ifrs it

cpa audit becker cpa exam review youtube - Aug 02 2022

web feb 7 2014 is 2013 becker audit version b material good for year 2014 i have already studied 2013 becker audit version b material once and plan to give exam by feb 2014

cpa exam review auditing pdf4pro - Sep 03 2022

web cpa audit becker cpa exam review this sample video lecture on audit risk is from the regulation section of becker s cpa exam review course try our demo course and

becker cpa audit textbook summary cpa stuvia - Dec 06 2022

web sep 1 2021 book becker professional education cpa exam review v 3 2 auditing textbook 65 page outline i created and used to pass auditing section of the cpa exam

cpa final review courses becker - Mar 29 2022

web the difficulty is practically identical far and reg are where the becker bump is most likely to happen but with aud you ll most likely score near identical on how you do on the