Dirk Gently's Holistic Detective Agency

Otrante. . Dirk Gently's Holistic Detective Agency : la valse des genres fictionnels. Encyclopedia of Law Enforcement. Burns Detective Agency. Encyclopedia of Law Enforcement. Pinkerton National Detective Agency. Tydskrif vir letterkunde. Tyd Let. Fixing the guilt: Detective fiction and the No.1 Ladies' Detective Agency series. Experiments in Agency. Detective Ouattara. Advances in Public Policy and Administration, Holistic Public Agency in Complex Environments. . Towards Holistic Agency.

The holistic agency (HA) is based on the idea of system and complexity theory, which embraces action learning and organization development. HA is a planned change that takes a systems approach and makes extensive use of collaborative techniques to both solve the immediate problem and leave the organization in a more competent state to handle future challenges. The success of public agencies can be improved by implementing a systematic administration that demands the identification, monitoring, and analysis of areas and the need for flexibility due to institutional and contextual changes in real-time frames. Attention should also be paid to financial and security services and management activities, such as planning, organization, command and control, and coordination. The science of management, with its systemic component, is a system of knowledge that can be used to understand relationships, predict results, and influence results in all circumstances if individuals are organized to work together to achieve a common goal.

. Sleuthing Miss Marple. The Female Detective, the 'Feminine-Heroic', and Appropriating the Gaze. Marple and Agency. Marple and Agency.

Chapter Five uncovers a previously unobserved strategy used by Christie to grant agency to Marple. This chapter argues that Christie parodically evokes the heroic paradigm in strategic depictions of Marple. Textual evidence demonstrates that Christie aligns the spinster-sleuth with ideals and characteristics more typically associated with masculine heroes, and blends these qualities with feminine traits. This endows Marple with feminine-heroic characteristics. Thus, Marple occupies a

narrative position that both uses and subverts the heroic ideal. Further, this chapter shows that Christie interprets the archetypal detective's superior powers of observation in ways that prioritise a feminine perspective. Foucault's conceptualisation of the panopticon is adapted to demonstrate Marple's mastery of the gaze. The official investigation is stymied because it is read through a lens of masculine enquiry. It is only when the crime is investigated by Christie's woman detective, and considered from a feminine point of view, that it may be solved.

. Detective Agency. 6. Plotting against the Law: Outlaw Agency. Detective Agency. Acknowledgments. Sara Paretsky. Sexual politics and agency. Detective Agency. Frontmatter. Detective Agency. Notes. Detective Agency. Introduction. Detective Agency. Contents. Detective Agency. Appendix. Detective Agency. Index. Sara Paretsky. Sexual politics and agency. Interdisciplinary Humanities and Communication Studies. HC. Reconstructing Gender Narrative: Research on the Social Value and Innovative Paths of Female Detective Roles in Ladies' Detective Agency.

In the context where gender representation in the media has long been constrained by traditional frameworks, this paper takes the "she-variety shows" Ladies' Detective Agency, a detective-themed program, as the research object. Based on the gender performativity theory and the male gaze theory, it explores how the program reconstructs the subject status of female detective roles through narrative strategies such as an all-female cast and metaphors of workplace cases. The study finds that the program breaks through the stereotype of "emotional assistants" and constructs a two-dimensional female detective model of "logical rationality + emotional insight", achieving a balance between the entertainment value and social criticism of the variety show. It also provides theoretical and practical references for the genre innovation of "she-variety shows". By using the methods of text analysis and audience participatory observation, this research reveals the program's role in constructing the concept of gender equality and offers new ideas for the media to promote social gender practices.

. Detective Agency. Works Cited. Detective Agency. List of Figures

human resources management lepak gowan 10 edition diesel generator interview question and answers philippine accounting laid bare todays weather

HUMAN RESOURCES MANAGEMENT LEPAK GOWAN 10 EDITION

Human Resource Management itu apa? Pengertian Human Resource Management (HRM) HRM mencakup suatu sistem atau pendekatan strategis untuk mengelola sumber daya manusia yang ada di sebuah perusahaan. Jika berhasil, pendekatan ini dapat memaksimalkan kontribusi karyawan terhadap pencapaian perusahaan.

Apa tujuan dari Human Resource Management? Manajemen sumberdaya manusia (Human Resources Management) bertujuan untuk pendayagunaan, pengembangan, penelitian SDM (sumber daya manusia) dan SDA (sumber daya alam) yang ada agar dapat dikelola secara efektif dan efisien.

Jelaskan apa yang dimaksud Human Resources? Human Resources (HR) atau Sumber Daya Manusia (SDM) dalam Bahasa Indonesia adalah divisi atau bagian yang sangat penting dari suatu organisasi/perusahaan. Mereka adalah penopang dari kesuksesan suatu perusahaan. Tugasnya adalah mengatur segala sesuatu yang berhubungan dengan tenaga kerja.

Jelaskan apa yang dimaksud dengan pendekatan Human Resource Management? Pengertian dari Human Resources Management itu sendiri adalah suatu cara yang dibuat untuk mengatur sumber daya (tenaga kerja) yang ada di dalam perusahaan. Sistem tersebut diciptakan untuk memaksimalkan setiap individu secara efektif, sehingga tujuan bersama dapat tercapai.

HRD dan HR Apa Bedanya? Departemen HR memiliki fokus pada tugas administratif seperti perekrutan, gaji, dan kepatuhan hukum, sementara HRD berorientasi pada pengembangan karyawan melalui pelatihan, pengembangan keterampilan, dan perencanaan karir.

Berapa gaji human resource Manager? Karena cakupannya yang luas, kisaran gaji HRD untuk level manajer pun lebih beragam, yaitu antara Rp 8.000.000,00 – Rp 20.000.000,00 per-bulannya.

Apa saja tugas human resource?

Mengapa human resource management itu penting? Departemen HR yang efektif, akan membantu perusahaan agar mendapat yang terbaik dari karyawan, sambil menjaga mereka agar tetap senang. Dengan wawasan HR yang luas, para karyawan akan membuat keputusan bijak dimana dengan menginvestasikan keahilan yang dimiliki agar berguna untuk semua orang.

Mengapa Human Resource Management penting bagi perusahaan? Peran Human Resources Management dalam Perusahaan HRM membantu mengatur proses penilaian kinerja karyawan, menetapkan tujuan kerja, memberikan umpan balik, dan merancang rencana pengembangan. Ini membantu meningkatkan produktivitas dan kualitas kerja karyawan.

Apa itu human resources Manager? Manajer HR (Human Resource) merupakan kepala divisi human resources. Profesi ini bertanggung jawab untuk memberikan arahan dan memberikan strategi terbaik bagi program ketenagakerjaan suatu perusahaan. Mereka akan mengawasi jalannya program tersebut dan melakukan evaluasi untuk membentuk strategi yang lebih baik.

Human resource lulusan apa? Jika melihat dari kriteria pada berbagai lowongan kerja, HRD setidaknya adalah lulusan D3 manajemen atau psikologi. Namun, ratarata perusahaan yang menerima seorang HRD dari jurusan Psikologi, baik lulusan S1 maupun S2.

Mengapa human resource management itu penting? Departemen HR yang efektif, akan membantu perusahaan agar mendapat yang terbaik dari karyawan, sambil menjaga mereka agar tetap senang. Dengan wawasan HR yang luas, para karyawan akan membuat keputusan bijak dimana dengan menginvestasikan keahilan yang dimiliki agar berguna untuk semua orang.

Apa yang dipelajari di human resources? Mahasiswa mempelajari bagaimana mengimplementasikan dan memanfaatkan HRIS untuk manajemen data karyawan,

penggajian, pelaporan, dan analisis. Materi juga mencakup penggunaan alat digital untuk rekrutmen, pelatihan, manajemen kinerja, dan komunikasi internal.

DIESEL GENERATOR INTERVIEW QUESTION AND ANSWERS

What are the 3 major components of a diesel generator? The main components of a diesel generator are: Diesel Engine. AC Alternator. Base frame, usually with a tank.

What is diesel generator checklist?

What is the basic operation of a diesel generator? A diesel generator creates electricity by converting mechanical energy into electrical power, it does this by channelling it through power cables. A good example is imagining electricity flowing through these pipes the same way water flows through pipes.

What are the parts to be replaced during maintenance of a diesel generator?

What is the common fault of diesel generators? Common Diesel Generator Problems Probable root causes are lower oil level, battery failure, depleted fuel, and issues with the fuel injection system. Others are a clogged air intake, circuit breaker issues, and a false alarm.

Which motor is used in a diesel generator? A diesel generator utilizes a diesel engine and electric generator to generate electrical energy. Liquid fuels or natural gas are usually used as the primary fuel of the diesel generator. Totally, a diesel generator works based on air compression and the fuel.

At what load should a diesel generator run? Generally speaking, standby- and prime-rated diesel generator sets are designed to operate between 50 and 85 percent of the full nameplate, while continuous-rated diesel generator sets are optimized between 70 and 100 percent load.

What are the types of diesel generators?

How do you troubleshoot a diesel generator?

Do diesel generators produce AC or DC? The rotation of the crankshaft causes the rotor to spin within a magnetic field generated by the stator. This relative motion between the rotor and the stator induces an electrical current in the stator windings due to electromagnetic induction. This current is in the form of alternating current (AC).

What is AVR in a generator? An automatic voltage regulator (AVR) is a device used in generators with the purpose of automatically regulating voltage, which means that it will turn fluctuating voltage levels into constant voltage levels.

What controls the speed of a diesel generator? Diesel engine generator governors are sometimes referred to as the speed controller for the diesel engine. The diesel engine must maintain a pre-determined speed to maintain generator output specifications. If the engine speed is not correct the generator will not maintain the required output specifications.

What are the 3 main parts of a generator system? The main components of an electric generator can be broadly classified as follows: Engine. Alternator. Fuel System.

What are the 9 components of diesel generator? The components of a diesel generator are the engine, cooling system, lubrication system, generator head, controllers, fuel system, electrical system, and the radiator box.

What are the checks for DG?

What is the safe distance from a diesel generator? However, general guidelines suggest maintaining a minimum distance of 5 feet (1.5 meters) from any structures. This distance helps reduce the risk of fire hazards, including the potential for combustible materials near the generator to catch fire.

What causes overheating in diesel generator? A broken cooling fan or improper fan belt tension. Clogged diesel injectors that will make the system overwork and thus overheat. Clogged air filters can also cause the unit to overheat. Damaged exhaust, overload, and low oil levels.

What happens when a diesel generator is overloaded? Overloading will reduce the lifespan of your generator. Generators that operate above capacity or start to overheat regularly will burn out the alternator and other important parts. A burnout is sure to shorten the life of your equipment and of the generator as a whole.

What is the basic knowledge of diesel generator? These machines use a combination of an electric generator and a diesel engine to generate electricity. Diesel generators convert some of the chemical energy, contained by the diesel fuel, to mechanical energy through combustion. This mechanical energy then rotates a crank to produce electricity.

What are the two types of diesel engines? Types of Diesel Engines There are two classes of diesel engines: two-stroke and four-stroke. Most diesel engines generally use the four-stroke cycle, with some larger engines operating on the two-stroke cycle.

What stroke is the DG set? The 4 stroke operations in a diesel engine are: induction stroke, compression stroke, ignition and power stroke and exhaust stroke. fresh air. up to 25 bar. actually starts at the end of the previous stroke), the fuel ignites spontaneously and the piston is forced downwards by the combustion gases.

What RPM should a diesel generator run at? Most gas and even some Diesel Generators run at 3600 RPM. These are considered high speed throw away generators. The initial cost on these are low, however, they ware out quickly and are not worth fixing. We only sell Diesel Generators that run at 1800 RPM.

What is the normal temperature for a diesel generator? Normal Generator Temperature The normal temperature range for a diesel generator engine is between 70°C to 90°C. Temperatures above 90°C can cause the generator to overheat and cause damage to the generator engine. Overheating can damage engine components such as pistons, rings, valves and cylinders.

What happens if a diesel generator runs out of fuel? When the generator runs out of fuel, air enters the fuel system, which can cause the fuel system components to overheat and fail. The fuel system may need to be repaired or replaced in severe cases. Contamination: When a diesel generator runs out of fuel, contaminants such

as rust and dirt can enter the system.

What are the 3 main parts of a generator system? The main components of an electric generator can be broadly classified as follows: Engine. Alternator. Fuel System.

What is the composition of a diesel generator? Nowadays, the diesel generator is widely used in many fields, such as mines, railways, field sites, road traffic maintenance, factories, enterprises and hospitals and so on. Diesel generator set is generally composed of four parts: diesel engine, AC synchronous generator, control panel and common base.

What are the 5 major parts of a typical diesel fuel system? A basic diesel fuel system is made up of five essential components. These are the tank, the fuel transfer pump, filters, the injection pump, and the injection nozzles. The fuel tanks in diesel systems are typically crafted from aluminum alloys or sheet metal.

What are the three factors of generator?

What are the 3 types of generators? Generators work by transforming energy from mechanical to electrical. They're powered by a fuel source like gasoline, natural gas or liquid propane. The three types of generators are inverter, portable and standby.

What is the main breaker on a generator? This main breaker is placed between the generator end and the load. All of the electrical current goes through this breaker. If there is too much load it will trip and interrupt the current to help and prevent damage or overload.

Why do generators have 3 phases? The three conductors in the generator's continuous cycle make it stronger and more suitable for heavy-duty applications like powering large commercial and industrial machinery. Meanwhile, single-phase generators are only ideal for smaller applications like powering household electrical circuits.

What is the basic principle of diesel generator? Diesel generators convert some of the chemical energy, contained by the diesel fuel, to mechanical energy through combustion. This mechanical energy then rotates a crank to produce electricity.

Electric charges are induced in the wire by moving it through a magnetic field.

Do diesel generators produce AC or DC? The rotation of the crankshaft causes the rotor to spin within a magnetic field generated by the stator. This relative motion between the rotor and the stator induces an electrical current in the stator windings due to electromagnetic induction. This current is in the form of alternating current (AC).

What is the unit of diesel generator? Diesel generator set Set sizes range from 8 to 30-kW (also 8 to 30-kVA single phase) for homes, small shops, and offices, with the larger industrial generators from 8-kW (11 kVA) up to 2,000-kW (2,500-kVA three phase) used for office complexes, factories, and other industrial facilities.

What is the opening pressure of a diesel injector? The fuel pressure measured at the point of initial needle lift is referred to as nozzle opening pressure (NOP). Hole-type injectors have a NOP generally ranging from 20 to 25 MPa (200-250 bar).

What are the two types of diesel injection pumps?

What are the three types of fuel injectors? Different injection systems Your vehicle can be equipped with one of the three most common injection systems on the market. GDI (Direct injection), SDI (Semi-direct injection) or TBI (Throttle body injection).

What is the meaning of kVA? kVA (Kilo-volt-amperes) is a measure of apparent power. It describes the total amount of power being used by a system, for example in a 100% efficient system the kW would equal kVA precisely. However in reality electrical systems are not 100% efficient and so not all of the systems apparent power is being output.

What is the principle of a generator? Electric generator works on the principle of electromagnetic induction. The principle of electromagnetic induction states that the change in the magnetic field around a conductor generates electric current in the circuit. When a coil rotates in a magnetic field a current is induced in the coil.

What is the power factor of a diesel generator? As electricity flows, there is unavoidable energy loss in heat and resistance. The value of Power Factor ranges

from 0 to 1. To maximise the performance, the standard-setting of our engines and generator sets is at 0.8PF. For example, a 400 kVA diesel genset with a 0.8PF has an actual output 320kW.

PHILIPPINE ACCOUNTING

What is the accounting standard used in the Philippines? The Philippines has adopted the International Financial Reporting Standards (IFRSs) issued by the International Accounting Standards Board (IASB) as PFRSs.

Is Philippines using GAAP? As reported in January 2006, Philippines has adopted all IASs and IFRSs in full as Philippines GAAP.

What is accounting in the Philippines? The Philippine Institute of Certified Public Accountants (PICPA) PICPA defines accounting as a system that measures. - business activities, processes given information into reports.

What is the equivalent of CPA in the Philippines? The PICPA was founded in 1929 and is the accredited professional accountancy organization by the Philippines Professional Regulation Commission (PRC).

What is the financial framework in the Philippines? The Republic of Philippines' ("ROP") has established this Sustainable Finance Framework ("Framework") to support its sustainability commitments, and to set out how it intends to raise Green, Social or Sustainability Bonds, Loans and other debt instruments ("Sustainable Financing Instruments").

What is Philippines standard on auditing? The Philippine Standards on Auditing (PSA) deals with the auditor's responsibility to form an opinion on the financial statements. It establishes the independent auditor's overall responsibilities when conducting an audit of financial statements.

What is the Financial Accounting Standards Board Philippines? The Financial and Sustainability Reporting Standards Council (FSRSC) was established by the Professional Regulatory Commission (PRC) under the Implementing Rules and Regulations of the Philippine Accountancy Act of 2004 to assist the Board of

Accountancy (BOA) in carrying out its power and function to promulgate ...

Which countries use GAAP or IFRS? IFRS is used in more than 110 countries around the world, including the EU and many Asian and South American countries. GAAP, on the other hand, is only used in the United States. Companies that operate in the U.S. and overseas may have more complexities in their accounting.

What is the pas 21 in the Philippines? PAS 21 requires an entity to determine its functional currency taking into account the primary economic environment in which an entity operates. Once the entity has determined its functional currency, all other currencies are treated as foreign currencies.

What is a CPA in the Philippines? A Certified Public Accountant shall be considered in the practice of his profession, if the nature and character of his employment whether as an officer or employee in a private enterprise or educational institution involves decision-making requiring professional knowledge in the science of accounting or when he ...

What is the Philippine law of accounting? -Practice of accountancy shall constitute in a person, be it in his individual capacity, or as a partner or staff member in an accounting or auditing firm, holding out himself as one skilled in the knowledge, science, and practice of accounting, and as qualified to render professional services as a certified public ...

How hard is accounting Philippines? The Accountancy program remains as one of the toughest courses offered in the Philippines. Every year, two board examinations take place—one in May and one in October. The said exam usually reaches a mere 50% passing rate making it one of the most probable hardest board exams currently present in the country.

Is Philippine CPA recognized in USA? Are you one of the Philippine-licensed CPAs who aspire to work abroad as a CPA but can't use your local license in other countries? While it is frustrating that Filipino CPAs don't have reciprocal recognition from the United States, getting a US CPA license is still a rewarding and achievable goal.

Is CPA difficult in the Philippines? The CPA Board Exam in the Philippines is a challenging test, but it is possible to pass if you prepare well. A good CPA review course can make a big difference in your success rate. Be sure to choose a course that covers all of the topics on the exam and fits your learning style.

What is a CPA salary in the Philippines? The estimated total pay for a CPA is ?24,563 per month in the Philippines area, with an average salary of ?21,000 per month. These numbers represent the median, which is the midpoint of the ranges from our proprietary Total Pay Estimate model and based on salaries collected from our users.

What is the GAAP in the Philippines? Accounting in the Philippines needs certain rules and standards in place to guarantee accuracy and clarity. This framework, called Generally Accepted Accounting Principles (GAAP), explains how financial transactions are logged, classified, and shown.

How is the financial system in the Philippines? The Philippine banking system (PBS) sustained its solid footing as shown by continued growth in assets, deposits and profit, as well as stable capital and liquidity buffers and ample loan loss reserves. Total assets of the PBS grew by 6.9 percent year-on-year (YoY) to P20. 8 trillion as of end- March 2022 (Figure 1).

Who regulates the financial system in the Philippines? The Bangko Sentral ng Pilipinas (BSP) (or the Philippine Central Bank) is the central monetary authority in charge of regulating money, banking and credit in the Philippines.

What is the accounting period in the Philippines? The accounting period must follow a 12-month fiscal period but may or may not follow the calendar year. Most Philippine companies have a fiscal year that ends in December or March.

Who audits the auditors in the Philippines? As such, auditors are regulated at the state level by the Professional Regulation Commission (PRC) and the Professional Regulatory Board of Accountancy (BOA), and at the professional level by the Philippine Institute of Certified Public Accountants (PICPA).

Who is required to audit financial statements in the Philippines? Section 232 of the NIRC requires that all companies with operations grossing a quarterly amount of at least P 150,000 to submit an audited financial statement.

What is the Financial Accounting Standards Board Philippines? The Financial and Sustainability Reporting Standards Council (FSRSC) was established by the Professional Regulatory Commission (PRC) under the Implementing Rules and Regulations of the Philippine Accountancy Act of 2004 to assist the Board of Accountancy (BOA) in carrying out its power and function to promulgate ...

What is the pas 21 in the Philippines? PAS 21 requires an entity to determine its functional currency taking into account the primary economic environment in which an entity operates. Once the entity has determined its functional currency, all other currencies are treated as foreign currencies.

What is Philippine accounting standards No 7? Under PAS 7, the cash flow statement should provide a reporting of movements of cash and cash equivalents, classified as arising from three main activities (or shall we say classifications) over a specific period of time: operating, investing and financing.

What is the Philippines Accounting Standard 36? PAS 36 prescribes the disclosure requirements when an entity recognises an impairment loss and/or reversal during the reporting period.

LAID BARE

Is it laid bare or layed bare? Verb. lay bare (third-person singular simple present lays bare, present participle laying bare, simple past and past participle laid bare)

What does laid bare with mean? to open to view; uncover; expose.

What's another word for laid bare?

What is laid bare in English? to make something known: It's been promoted as the biography that lays bare the truth behind the legend.

Is it laid or layed? It is a regular verb, but note the spelling of the past simple and - ed form: laid not layed: Shall I lay the tray on the bed? A wonderful wooden floor has been laid in the dining room. Lie is a verb which means 'to be in or put yourself into a

flat position'.

What is laying bare? Definition of 'to lay something bare' If you lay something bare, you uncover it completely so that it can then be seen. The clearing out of disused workshops laid bare thousands of Italianate glazed tiles.

What is an example of laid bare? He laid bare his soul. The book is an attempt to lay bare the secrets of this very powerful political family.

What does bones laid bare mean? The mere essentials or plain, unadorned framework of something, as in This outline gives just the bare bones of the story; details will come later. This phrase transfers the naked skeleton of a body to figurative use. [

What does "layed" mean? Laid is the past tense of lay, meaning "to place" or "set down." And, well, layed just simply isn't a word.

What is the past tense of laid bare? The past tense of lay bare is laid bare. The third-person singular simple present indicative form of lay bare is lays bare. The present participle of lay bare is laying bare. The past participle of lay bare is laid bare.

What does laid threadbare mean? 1. having the nap worn off so as to lay bare the threads of the warp and woof, as a fabric, garment, etc. 2. wearing threadbare clothes; shabby or poor.

What is the closest meaning of bare? Some common synonyms of bare are bald, barren, naked, and nude. While all these words mean "deprived of naturally or conventionally appropriate covering," bare implies the removal of what is additional, superfluous, ornamental, or dispensable.

What does the phrase "laid bare" mean? lay bare in American English to open to view; uncover; expose.

Does bare mean nothing? "Bare" can be used as an adjective meaning "uncovered" or "with nothing extra."

What does bare mean in slang? In formal english bare B-A-R-E is an adjective

meaning not clothed or covered. However in slang the meaning is reversed and used

as an adjective meaning "a lot of", or "very much". For example "there are bare

people here today", meaning there are lots of people here.

Is it laid down to sleep or layed down to sleep? In the past tense, "lay" becomes

"laid" (Last week I laid down the law and told her it was inappropriate for her to pick

her nose) and "lie" becomes "lay" (Yesterday she lay down for a nap that afternoon

and picked her nose anyway).

Do you say laid in bed? You "lie in bed." "Lie" is a verb that means "to be or put

oneself in a reclined position" (e.g., "I will lie in bed because I'm tired"). "Lay" is a

verb that means "putting something or someone else in a horizontal position" (e.g., "I

need to lay my baby down in her crib").

What is the past tense of laid bare? The past tense of lay bare is laid bare. The

third-person singular simple present indicative form of lay bare is lays bare. The

present participle of lay bare is laying bare. The past participle of lay bare is laid

bare.

Is it clothes laid or layed out? Answer: laid out. Explanation: Laid out is the correct

verb form for this sentence. Layed out is the misspelling of the phrase.

TODAYS WEATHER

Today's Weather: FAQs

What is the weather forecast for today?

Today's weather is expected to be partly sunny with scattered showers in the

afternoon. Temperatures will range from 60 to 75 degrees Fahrenheit.

Is there a chance of rain?

Yes, there is a 30% chance of rain during the afternoon.

Will it be too hot or cold for outdoor activities?

Temperatures will be comfortable for outdoor activities, but it is advisable to have a raincoat or umbrella handy due to the chance of showers.

What about the wind?

Winds will be light and variable, coming predominantly from the west.

Is the weather expected to change in the evening?

The showers are expected to become more widespread in the evening. Temperatures will drop slightly to the mid-50s.