

Kathleen O'Connor

THE BUCK STOPS NOWHERE



**Why America's Health Care is
All Dollars and No Sense**

*"The Buck Stops Nowhere is dead-on right! We need
grass-roots, community-based change. O'Connor
offers a great template for community action. We did
this in Oregon. It's time we did this on a national."*

*—John R. Schneider, MD, Governor,
State of Oregon (1995-2003)*

The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense

Chao Zhang



The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense:

Embark on a transformative journey with Written by is captivating work, Discover the Magic in **The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense** . This enlightening ebook, available for download in a convenient PDF format PDF Size: , invites you to explore a world of boundless knowledge. Unleash your intellectual curiosity and discover the power of words as you dive into this riveting creation. Download now and elevate your reading experience to new heights .

https://archive.kdd.org/data/scholarship/fetch.php/such_men_are_dangerous.pdf

Table of Contents The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense

1. Understanding the eBook The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - The Rise of Digital Reading The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Advantages of eBooks Over Traditional Books
2. Identifying The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - 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 The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Personalized Recommendations
 - The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense User Reviews and Ratings
 - The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense and Bestseller Lists
5. Accessing The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Free and Paid eBooks
 - The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Public Domain eBooks

- The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense eBook Subscription Services
- The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Budget-Friendly Options
- 6. Navigating The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense eBook Formats
 - ePub, PDF, MOBI, and More
 - The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Compatibility with Devices
 - The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Highlighting and Note-Taking The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Interactive Elements The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
- 8. Staying Engaged with The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
- 9. Balancing eBooks and Physical Books The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Setting Reading Goals The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - Fact-Checking eBook Content of The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense
 - 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

The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Introduction

In today's digital age, the availability of *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether you're a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing *The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense* books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent

resource for literature enthusiasts. Another popular platform for The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense books and manuals for download and embark on your journey of knowledge?

FAQs About The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense is one of the best book in our library for free trial. We provide copy of The

The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense

Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense in digital format, so the resources that you find are reliable. There are also many Ebooks of related with The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense. Where to download The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense online for free? Are you looking for The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense PDF? This is definitely going to save you time and cash in something you should think about.

Find The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense :

~~such men are dangerous~~

~~successful shelves builtins~~

~~submicron lithography proceedings of spiethe international society for optical engineering vol 333~~

~~sufi saint of the twentieth century shaikh ahmad alalawi~~

~~subject bibliography of the first world wars in english 914-87~~

~~sublime poussin~~

succeeding in the world of work school-to-work handbook student edition

~~style and usage guide to accompany andersons technical writing a reader-centered approach~~

~~stuttgart im wandel der letzten 80 jahre~~

~~succesbful soups cooks collection~~

~~sudden fire thorndike large print harlequin series~~

~~successful coaching set txt/sgw/unused test 3rd~~

~~successful selling from a to \$ the professionals guide to money-making sales techniques~~

subsidies to higher education the issues the issues praeger studies in grants economics

~~successful africanamerican males teachers make a difference~~

The Buck Stops Nowhere Why Americas Health Care Is All Dollars And No Sense :

10 free picture description worksheets esl vault - Jul 20 2023

web here are 10 free printable picture description worksheets downloadable in pdf form the images are a combination of interesting photographs and beautiful surreal fantasy artwork the sheets have been designed as writing tasks but there is no reason why you can t project the images and get your students to describe them orally

690 picture description english esl worksheets pdf doc isl - Mar 16 2023

web picture description this worksheet is a picture description exercise students must look at the picture and say if the statements are true or false finally they must complete the sentences 191 uses evve picture description how to describe a picture how to talk about art 159 uses mrsfrobisher picture description

[describing pictures esl activity efl esl activities eslactive](#) - Aug 09 2022

web our describing pictures esl activity is the best way to practise describing a picture with your english students and includes ready to use images

exam speaking describe a photo or picture activity - Nov 12 2022

web exam speaking describe a photo or picture activity student a you have one minute to look at your picture describe all that you can see in the picture and explain what you think is happening student b you have one minute to look at your picture

describe the picture activity live worksheets - Mar 04 2022

web mar 11 2020 worksheet to practice describing pictures liveworksheets transforms your traditional printable worksheets into self correcting interactive exercises that the students can do online and send to the teacher

181 describing pictures english esl worksheets pdf doc isl - Sep 10 2022

web this worksheet contains pictures that students must describe it s an activity about furniture vocabulary students must look at the picture and complete the sentences 46 uses anarti describing pictures here you have some examples of how to describe a picture 2788 uses busyroby describing pictures

[describing pictures activity live worksheets](#) - Jul 08 2022

web oct 28 2019 school subject english as a second language esl 1061958 main content picture description 2012319

describing a picture other contents describing pictures prepositions of place clothes writing present continuous present progressive

picture description worksheets esl printables - Feb 03 2022

web a collection of downloadable worksheets exercises and activities to teach picture description shared by english language teachers welcome to esl printables the website where english language teachers exchange resources worksheets lesson

pre a1 starters speaking describe a picture cambridge english - Feb 15 2023

web pre a1 starters speaking describe a picture description this lesson plan has been designed to help students prepare for pre a1 starters speaking parts 1 2 this lesson plan can be delivered face to face or online

picture description writing english - Jan 02 2022

web picture description reason a picture description is an ideal way of practising your english vocabulary in all sorts of fields and there s also a benefit for everyday life imagine you want to show pictures of your family or home to your foreign friends

19 delightful activities for describing pictures - May 18 2023

web mar 28 2023 in this activity youngsters will take turns sketching and explaining different aspects of an image the activity promotes collaboration among students since they must work together to produce a unified picture learn more playmeo 4 describing a scene kids will observe and form a physical description of a particular place or setting

descriptions learnenglish kids - Oct 11 2022

web art description have you got a favourite picture practise your reading in english with this art description 3 comments describing 1 play some word games to learn and practise describing vocabulary 6 comments describing 2 play some word games to learn and practise more describing vocabulary 7 comments describing flashcards

182 describing picture english esl worksheets pdf doc isl - Jun 19 2023

web michela1 describing picture there are 21 questions i hope you like it 981 uses busyroby describing pictures this worksheet contains two pictures that students must describe they must look at the pictures and complete the sentences given it s an activity about furniture 224 uses busyroby describing pictures

picture dictation teachingenglish british council - Apr 17 2023

web first of all explain to the students that they are going to do a picture dictation that you are going to describe a picture to them and that all they have to do is simply listen and draw what they hear you describe you then describe a simple and easy to draw picture to them and they draw it

picture description activities for esl students study com - Apr 05 2022

web oct 1 2021 the first step is describing the picture show students the picture and ask them to verbally identify what they see in the picture students with higher language proficiency might be more

english esl picture description exercises worksheets most - May 06 2022

web a series of very simple but colorful and enjoyable exercises aimed at begginers and elementary learners word matching pictures matchi

describe a photo or picture learnenglish teens - Aug 21 2023

web transcript here are our top tips for describing a photo or a picture in an exam do look at your picture carefully and take a few moments to think before you start talking talk for all the time you are given if you have one minute to do the task use every second

exam speaking describe a photo or picture exercises - Jun 07 2022

web exam speaking describe a photo or picture exercises watch the video on our website then try these exercises check your understanding gap fill prepositions write the correct preposition in on at to fill the gaps the top of the picture the middle of the picture the left of the picture

181 describing pictures english esl worksheets pdf doc isl - Jan 14 2023

web michela1 describing picture there are 21 questions i hope you like it 984 uses busyroby describing pictures this worksheet contains two pictures that students must describe they must look at the pictures and complete the sentences given it s an activity about furniture 225 uses busyroby describing pictures

182 describing picture english esl worksheets pdf doc isl - Dec 13 2022

web rmartinandres the bench girl and a cat describing pictures students describe the picture and make up a story more here en islcollective com 2260 uses ladygargara describing people 2 to be have got has got 69274 uses loveteaching describing people greyscale key

paroles et musique un carnet syle bullet journal jodi picoult - Nov 10 2022

web un carnet syle bullet journal pour auteur pour fan de n oubliez pas les paroles pour crire des chansons ou pour apprendre les paroles des tubes il est con u pour les fans de

carnet 11 synonymes de 4 à 10 lettres fsolver - Jul 06 2022

web bloc notes 9 définition de carnet1 petit livre de comptes ou de notes que l on porte avec soi les définitions du mot carnet10 cahier de notes rapport de

carnets tous les synonymes - Jun 05 2022

web carnets tous les synonymes synonyme carnets synonymes de carnets échéancier agenda album almanach bulletin cahier calepin chéquier journal livret mémento

paroles et musique un carnet syle bullet journal petit cadeau - Apr 15 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

paroles et musique un carnet syle bullet journal petit cadeau - Feb 13 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

un carnet traduction en anglais exemples français reverso - Sep 08 2022

web notebook booklet logbook notepad book diary a journal voir plus choisissez simplement un carnet que vous pourrez facilement transporter avec vous simply select a notebook

cahier de paroles de chansons un carnet syle bullet journal pour - Feb 01 2022

web cahier de paroles de chansons un carnet syle bullet journal pour auteu carnet de création musicale 120 pages pour écrire les paroles de ses pour noter toutes les

[amazon fr paroles et musique un carnet syle bullet](#) - Dec 31 2021

web retrouvez paroles et musique un carnet syle bullet journal pour auteur pour fan de n oubliez pas les paroles pour écrire

des chansons ou pour apprendre les pour

paroles et musique un carnet syle bullet journal petit cadeau - Sep 20 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

paroles et musique un carnet syle bullet journal pour auteur - Dec 11 2022

web paroles et musique un carnet syle bullet journal pour auteur pour fan de n oubliez pas les paroles pour crire des chansons ou pour apprendre les paroles des tubes

paroles et musique un carnet syle bullet journal petit cadeau - Apr 03 2022

web mar 3 2020 paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour 15 2 x 22 9 cm

paroles et musique un carnet syle bullet journal petit cadeau - Jan 12 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

paroles et musique un carnet syle bullet journal petit cadeau - Jun 17 2023

web buy paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

synonyme carnet liste des synonymes français - Aug 07 2022

web retrouvez tous les synonymes du mot carnet présentés de manière simple et claire plus de 44800 synonymes disponibles sur dictionnaire synonyme com presse rubrique

amazon fr paroles et musique un carnet syle bullet - Mar 02 2022

web noté 5 retrouvez paroles et musique un carnet syle bullet journal pour auteur pour fan de n oubliez pas les paroles pour écrire des chansons ou pour apprendre les

amazon fr paroles et musique un carnet syle bullet journal - Jul 18 2023

web noté 5 retrouvez paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour

amazon fr parole et musique - Mar 14 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour futures stars 15 2 x

paroles et musique un carnet syle bullet journal petit cadeau - May 16 2023

web paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des

chansons ou pour 15 2 x 22 9 cm 120p

paroles et musique un carnet syle bullet journal pdf uniport edu - Oct 09 2022

web may 11 2023 paroles et musique star cc edition 2019 09 26 un carnet syle bullet journal pour auteur pour fan de n

oubliez pas les paroles pour crire des chansons ou

synonyme de carnet la liste des plus utilisés l internaute - May 04 2022

web le traitement de votre email à des fins de publicité et de contenus personnalisés est réalisé lors de votre inscription sur ce formulaire toutefois vous pouvez vous y opposer à tout

paroles et musique un carnet syle bullet journal petit cadeau - Aug 19 2023

web mar 11 2020 paroles et musique un carnet syle bullet journal petit cadeau sympa pour fan de n oubliez pas les paroles pour écrire des chansons ou pour 15 2 x

ebook verilog code for amplitude modulation - Oct 05 2022

web oct 5 2017 abstract this paper presents a general architectural overview regarding elementary method of verilog hdl based code simulation for fundamental and widely

figure a5 verilog a code of the clock amplitude based control - Jan 28 2022

web sep 9 2023 amplitude modulation is a simple method to transmit a signal for example sound from one end to another a sound is a form of energy or vibrations it travels in

github alexandresoaresilva qam 16 qam - Jul 14 2023

web mar 8 2018 bit phase accumulator and the analog multiplier achieve d amplitude modulation the original code verilog quartus modulation function sine wave

pdf verilog code for amplitude modulation - Mar 10 2023

web if you point toward to download and install the verilog code for amplitude modulation it is completely easy then back currently we extend the connect to buy and make bargains to

verilog code for amplitude modulation projects techhut - Jan 08 2023

web verilog code for amplitude modulation neural codes and distributed representations mar 22 2022 since its founding in 1989 by terrence sejnowski neural computation has

[amplitude modulation online tutorials library](#) - Nov 25 2021

[verilog code for amplitude modulation pdf ftp bonide](#) - Apr 11 2023

web pulse width modulation controller i2c controller spi controller and xadc xilinx analog to digital converter controller introduces a music synthesizer constructed with a ddfs

pdf verilog code for amplitude modulation - Feb 09 2023

web automation thisbook is unique in its breadth of information on verilog and verilog related topics it is fully compliant with the ieee 1364 2001 standard contains all the

digital logic waveform generation on fpga electrical - Aug 03 2022

web verilog hdl verilog code for amplitude modulation downloaded from verify meetcircle com by guest jax dario introduction to wireless communication

verilog based simulation of ask fsk psk qpsk digital - Jul 02 2022

web hardware module directed based on verilog vision modules 3d vision modules parallel vision architectures and verilog designs for the stereo matching system with various

digital logic amplitude modulation on fpga electrical - Aug 15 2023

web apr 11 2022 i m trying to implement amplitude modulation on a xilinx vivado using verilog hdl but can t seem to get the proper output can anyone point out what i am doing wrong this is in reference to my last post titled waveform generation on fpga where

verilog code for amplitude modulation 2022 ftp bonide - Mar 30 2022

web automatic modulation classification verilog code for amplitude modulation downloaded from old talentsprint com by guest kelley drake digital signal

implementation of digital modulations ask psk - Sep 04 2022

web june 18th 2018 verilog code for 8 bit ripple carry adder and testbench amplitude modulation k 0 k gt 12 generation of amplitude modulated waveform using ofdm

amplitude modulation definition and its applications vedantu - Sep 23 2021

verilog code for amplitude modulation jmsseniiorliving com - Feb 26 2022

web amplitude modulation a continuous wave goes on continuously without any intervals and it is the baseband message signal which contains the information this wave has to be

amplitude modulation definition types solved - Oct 25 2021

verilog code for amplitude modulation home rightster com - Jun 01 2022

web 2 verilog code for amplitude modulation 2021 07 22 is on real world applications especially specifying designing and implementing digital filters and using fast fourier

verilog code for amplitude modulation old talentsprint com - Dec 27 2021

verilog code for amplitude modulation pdf uniport edu - Dec 07 2022

web a verilog code for generating sinusoidal signals had been written using a technique called direct digital synthesis and by using these the present day digital modulations namely

fpga implementation of an amplitude modulated - Jun 13 2023

web verilog code for amplitude modulation 3 3 abstract from conception to implementation a project can and will utilize many cad computer aided design tools often with

verilog code for amplitude modulation copy verify meetcircle - Apr 30 2022

web this paper proposes a comparative study of regulation schemes for charge pump based voltage generators using behavioral models in verilog analog mixed signal ams

verilog code for amplitude modulation pdf filetype verilog code - May 12 2023

web verilog code for amplitude modulation neural codes underlying the perception of amplitude modulation in auditory cortical neurons jan 13 2023 little is known about

verilog code for amplitude modulation copy - Nov 06 2022

web mar 21 2022 start with amplitude modulation early technology of radio transmission required the modulation index below 100 in order to avoid overmodulation we are