



Virtual Reality Office Trending

S Ashworth



Virtual Reality Office Trending:

Collaboration Potential in Virtual Reality (VR) Office Space Marko Orel, 2022-08-09 The recent shift in labour markets has heightened the demand for alternative work arrangements Virtual reality VR technology plays a significant role in this transition with remote work as efficient as work performed from an organization's own office space This book explores the impact of immersive VR technology on the new virtual workspace Specifically it examines how VR can enable employees to overcome the distractions associated with working from home increase their visibility on team projects build stronger relationships with co workers reduce feelings of isolation due to social distancing and facilitate their engagement in collaborative work processes It also explores the limitations of two dimensional computer mediated communication tools for flexible working arrangements It thus offers theoretical foundations for future research on office digitalization and subsequent applications of VR technology on office work It also features the analysis of two dozen problem centered expert interviews with creators and executives of leading productivity VR tools that enable the remote collaboration between knowledge workers

The Future (R)Evolution of the Office Workspace Claus Sneppen, 2025-03-21 The redefined meaning of the office workplace for knowledge workers that is currently taking place impacts all workplace actors to different extents There is no exact formula or framework for a successful hybrid working life thus society cannot anticipate the future of the hybrid office workplaces and work life will look like for office work This means that workplaces need to continuously alter and evolved their workplace models This book provides workers and managers with a nuanced understanding of the changes that have been realized are nearing realization or will drive the transformation of the hybrid workplace going forward It offers recommendations and a framework to assist organizations to develop optimal hybrid workplace models focusing on major trends and component shaping this evolution

Global Trends, Practices, and Challenges in Contemporary Tourism and Hospitality Management Batabyal, Debasish, Das, Dillip Kumar, 2019-04-05 As one of the largest service industries serving millions of international and domestic individuals yearly it is important to understand the current trends practices and challenges surrounding tourism Emphasized by the effects on people management processes and technological advancements this economic and socio cultural phenomenon's importance is increasing worldwide Global Trends Practices and Challenges in Contemporary Tourism and Hospitality Management discusses and analyzes the impacts of new trends in the tourism industry including sub sectors of tourism and revisits existing trends identifies new types and forms of tourism and discusses the influence and use of technology Featuring research on topics such as guest retention predictive analysis and ecotourism practices the material collected is ideally designed for managers travel agents industry professionals practitioners consultants and researchers

Information Systems for Global Financial Markets: Emerging Developments and Effects Yap, Alexander Y., 2011-11-30 This book offers focused research on the systems and technologies that provide intelligence and expertise to traders and investors and

facilitate the agile ordering processes networking and regulation of global financial electronic markets Provided by publisher

Future Trends in 5G and 6G Mangesh M. Ghonge,Ramchandra Sharad Mangrulkar,Pradip M. Jawandhiya,Nitin Goje,2021-12-30 This book offers a comprehensive overview of basic communication and networking technologies It focuses on emerging technologies such as Software Defined Network SDN based ad hoc networks 5G Machine Learning and Deep Learning solutions for communication and networking Cloud Computing etc It also includes discussions on practical and innovative applications including Network Security Smart Cities e health and Intelligent Systems Future Trends in 5G and 6G Challenges Architecture and Applications addresses several key issues in SDN energy efficient systems the Internet of Things Big Data Cloud Computing and Virtualization Machine Learning Deep Learning Cryptography and 6G wireless technology and its future It provides students researchers and practicing engineers with an expert guide to the fundamental concepts challenges architecture applications and state of the art developments in communication and networking **Recent Trends of AI Technologies and Virtual Reality** Kazumi Nakamatsu,Roumiana Kountcheva,Srikanta Patnaik,2025-08-30 This book provides the proceedings of the 8th International Conference on Artificial Intelligence and Virtual Reality AIVR 2024 The focus is interdisciplinary in nature and includes research on all aspects of artificial intelligence and virtual reality from fundamental development to the applied system It constitutes a great honour and pleasure for us to publish the selected excellent works and recent research trends of scholars and graduate students from the 8th International Conference on Artificial Intelligence and Virtual Reality AIVR 2024 Fukuoka Japan July 19 21 2024 hosted and organized by Fukuoka Institute of Technology in conjunction with other four universities and Beijing Huaxia Rongzhi Blockchain Technology Institute The topics of AIVR 2024 cover system techniques performance and implementation content creation and modelling cognitive aspects perception user behaviour AI technologies interactions interactive and responsive environments AI VR applications and case studies These technologies have the potential to support AI and VR systems in many areas of production management business healthcare networks intelligent control traffic management logistics crisis response human interfaces etc *Trends and Applications in Information Systems and Technologies* Álvaro Rocha,Hojjat Adeli,Gintautas Dzemyda,Fernando Moreira,Ana Maria Ramalho Correia,2021-03-28 This book is composed of a selection of articles from The 2021 World Conference on Information Systems and Technologies WorldCIST 21 held online between 30 and 31 of March and 1 and 2 of April 2021 at Hangra de Heroismo Terceira Island Azores Portugal WorldCIST is a global forum for researchers and practitioners to present and discuss recent results and innovations current trends professional experiences and challenges of modern information systems and technologies research together with their technological development and applications The main topics covered are A Information and Knowledge Management B Organizational Models and Information Systems C Software and Systems Modeling D Software Systems Architectures Applications and Tools E Multimedia Systems and Applications F Computer Networks Mobility and Pervasive Systems G Intelligent and Decision

Support Systems H Big Data Analytics and Applications I Human Computer Interaction J Ethics Computers K Health Informatics L Information Technologies in Education M Information Technologies in Radiocommunications N Technologies for Biomedical Applications *HR Innovation & Future Trends of Human Resource Management* Prof. (Dr.) Ambrish Sharma, 2025-09-01 Preface In this rapid technological advancements shifting societal expectations with pace of global change the field of Human Resource Management HRM is undergoing a profound transformation What was once perceived merely as a functional administrative role has now evolved into a strategic pillar integral to the agility resilience and innovation capacity of modern organizations HR has stepped beyond the confines of traditional hierarchical structures to emerge as a catalyst for building inclusive cultures nurturing talent ensuring holistic employee well being and guiding organizations through the complexities of digital disruption and economic volatility HR Innovation and Future Trends of HRM has been meticulously curated to serve as a definitive guide for students scholars HR practitioners and business leaders alike who are committed to understanding and shaping the evolving landscape of work Whether you are an aspiring student eager to explore the multifaceted dimensions of HR a researcher analyzing organizational behaviour an HR professional seeking practical strategies to stay ahead or a leader striving to future proof your organization this book offers a structured pathway to navigate the complexities and opportunities emerging in HR s dynamic ecosystem This work reflects an integrated perspective that blends rigorous academic insights with corporate applications ensuring that each concept is both intellectually and practically actionable The intention is to empower HR leaders and learners to become proactive architects equipped with the vision and tools necessary to guide organizations through continuous transformation Among the key themes explored is organizational agility and workforce flexibility emphasizing the rising importance of adaptable structures hybrid work models and cross functional collaboration in maintaining a competitive edge In a world where the gig economy is reshaping traditional employment models HR leaders are tasked with crafting policies that balance organizational goals with employee aspirations flexibility and well being A significant portion of this book is dedicated to Diversity Equity and Inclusion DEI underscoring that genuine inclusion goes beyond compliance checklists to become a source of profound innovation and resilience Equally vital is the focus on employee well being and mental health now recognized not merely as a corporate social responsibility but as a foundational element for sustainable productivity and organizational health In today s work environment where burnout and mental fatigue are prevalent HR professionals must prioritize the development of supportive structures and policies that enable employees to thrive personally and professionally The emergence of data driven HR practices is another pivotal theme marking a shift from intuition based decisions to evidence backed strategies Through analytics HR leaders can uncover deep insights into workforce dynamics enabling more accurate forecasting improved talent management and better alignment of HR initiatives with overarching business objectives To prepare for the demands of an uncertain future future ready skill development and continuous learning ecosystems are also explored in detail As

technological advancements redefine job roles and required competencies organizations must foster a culture of lifelong learning to enable employees to adapt grow and lead amidst constant change Additionally the book delves into the strategic role of employee experience and organizational branding exploring how fostering meaningful connections and purpose within the workplace can significantly enhance employee engagement retention and productivity Ethical leadership remains a central pillar in navigating the digital age with dedicated chapters exploring algorithmic bias employee surveillance and data privacy These discussions emphasize the necessity for transparency accountability and integrity in HR practices as digital tools and artificial intelligence become deeply integrated into HR operations As remote and hybrid work models transition from temporary solutions to enduring structures HR leaders must develop competencies in managing distributed teams ensuring collaboration maintaining performance standards and building cohesive cultures across virtual spaces Practical strategies offered within this book aim to assist organizations in creating environments where remote work enhances productivity without compromising employee well being The evolving role of HR in corporate social responsibility CSR and environmental social and governance ESG goals is also explored in depth As businesses are increasingly held accountable for their societal and environmental impacts HR s role in aligning people strategies with broader sustainability goals is critical to advancing the organization s social license to operate while cultivating a workforce that is conscious of its collective responsibility The concluding sections of this book focus on the future of recruitment and talent acquisition spotlighting transformative trends such as predictive analytics gamified assessments and inclusive hiring practices designed to broaden talent pipelines and promote equity As organizations seek to attract engage and retain the best talent adopting these innovative practices will be crucial in maintaining competitiveness and ensuring alignment with organizational values This book HR Innovation and Future Trends of HRM is my humble contribution to the ongoing global dialogue on the future trajectory of HR It has been written with the intention of providing clarity inspiration and practical guidance to all who are committed to fostering ethical inclusive adaptive and people first organizations in a world characterized by constant flux and complexity I sincerely hope this work empowers you whether you are a student preparing to enter the HR field a practitioner refining your approach or a leader crafting a forward looking strategy to actively participate in shaping a future of work that is not only technologically advanced and agile but also deeply human centered and values driven In a rapidly evolving landscape the role of HR has never been more critical Let us embrace this transformation with curiosity courage and commitment to build organizations that prioritize people purpose and progress in equal measure Prof Dr Ambrish Sharma

Virtual Reality Howard Rheingold, 1992-08-15 Breaking the reality barrier the reality industrial complex virtual reality and the future Digital and Media Management Tarun Jindal, 2025-02-20 Digital and Media Management serves as a vital guide through today s rapidly shifting media landscape where traditional and digital platforms converge This book provides an in depth look at strategies challenges and opportunities in the evolving world of media management offering a

comprehensive toolkit for professionals and newcomers alike We begin with core concepts tracing the evolution of media management and highlighting essential principles and challenges faced by media managers Covering traditional sectors like print broadcast and film readers gain insights into the business models editorial processes and distribution strategies that drive these industries As the focus shifts to digital media we explore social media content creation and digital marketing Practical examples and case studies illustrate how media organizations can harness digital tools to engage audiences monetize content and maintain a competitive edge Emphasizing content management systems CMS we provide actionable guidance for streamlining digital workflows and optimizing content strategies With a dedicated section on strategic management readers also learn to develop adaptable strategies navigate legal considerations and harness technology innovations like data analytics and AI Digital and Media Management equips readers with the insights and strategies necessary to succeed in the modern media landscape

This is likewise one of the factors by obtaining the soft documents of this **Virtual Reality Office Trending** by online. You might not require more time to spend to go to the ebook launch as well as search for them. In some cases, you likewise complete not discover the message Virtual Reality Office Trending that you are looking for. It will totally squander the time.

However below, like you visit this web page, it will be for that reason agreed easy to acquire as competently as download guide Virtual Reality Office Trending

It will not understand many time as we run by before. You can do it though perform something else at house and even in your workplace. suitably easy! So, are you question? Just exercise just what we pay for below as skillfully as evaluation **Virtual Reality Office Trending** what you afterward to read!

https://dashboard.colourpop.com/files/browse/fetch.php/Roblox_Codes_Best.pdf

Table of Contents Virtual Reality Office Trending

1. Understanding the eBook Virtual Reality Office Trending
 - The Rise of Digital Reading Virtual Reality Office Trending
 - Advantages of eBooks Over Traditional Books
2. Identifying Virtual Reality Office Trending
 - 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 Virtual Reality Office Trending
 - User-Friendly Interface
4. Exploring eBook Recommendations from Virtual Reality Office Trending
 - Personalized Recommendations

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

- 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

Virtual Reality Office Trending Introduction

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In today's fast-paced digital age, obtaining valuable knowledge has become easier than ever. Thanks to the internet, a vast array of books and manuals are now available for free download in PDF format. Whether you are a student, professional, or simply an avid reader, this treasure trove of downloadable resources offers a wealth of information, conveniently accessible anytime, anywhere. The advent of online libraries and platforms dedicated to sharing knowledge has revolutionized the way we consume information. No longer confined to physical libraries or bookstores, readers can now access an extensive collection of digital books and manuals with just a few clicks. These resources, available in PDF, Microsoft Word, and PowerPoint formats, cater to a wide range of interests, including literature, technology, science, history, and much more. One notable platform where you can explore and download free Virtual Reality Office Trending PDF books and manuals is the internet's largest free library. Hosted online, this catalog compiles a vast assortment of documents, making it a veritable goldmine of knowledge. With its easy-to-use website interface and customizable PDF generator, this platform offers a user-friendly experience, allowing individuals to effortlessly navigate and access the information they seek. The availability of free PDF books and manuals on this platform demonstrates its commitment to democratizing education and empowering individuals with the tools needed to succeed in their chosen fields. It allows anyone, regardless of their background or financial limitations, to expand their horizons and gain insights from experts in various disciplines. One of the most significant advantages of downloading PDF books and manuals lies in their portability. Unlike physical copies, digital books can be stored and carried on a single device, such as a tablet or smartphone, saving valuable space and weight. This convenience makes it possible for readers to have their entire library at their fingertips, whether they are commuting, traveling, or simply enjoying a lazy afternoon at home. Additionally, digital files are easily searchable, enabling readers to locate specific information within seconds. With a few keystrokes, users can search for keywords, topics, or phrases, making research and finding relevant information a breeze. This efficiency saves time and effort, streamlining the learning process and allowing individuals to focus on extracting the

information they need. Furthermore, the availability of free PDF books and manuals fosters a culture of continuous learning. By removing financial barriers, more people can access educational resources and pursue lifelong learning, contributing to personal growth and professional development. This democratization of knowledge promotes intellectual curiosity and empowers individuals to become lifelong learners, promoting progress and innovation in various fields. It is worth noting that while accessing free Virtual Reality Office Trending PDF books and manuals is convenient and cost-effective, it is vital to respect copyright laws and intellectual property rights. Platforms offering free downloads often operate within legal boundaries, ensuring that the materials they provide are either in the public domain or authorized for distribution. By adhering to copyright laws, users can enjoy the benefits of free access to knowledge while supporting the authors and publishers who make these resources available. In conclusion, the availability of Virtual Reality Office Trending free PDF books and manuals for download has revolutionized the way we access and consume knowledge. With just a few clicks, individuals can explore a vast collection of resources across different disciplines, all free of charge. This accessibility empowers individuals to become lifelong learners, contributing to personal growth, professional development, and the advancement of society as a whole. So why not unlock a world of knowledge today? Start exploring the vast sea of free PDF books and manuals waiting to be discovered right at your fingertips.

FAQs About Virtual Reality Office Trending 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. Virtual Reality Office Trending is one of the best book in our library for free trial. We provide copy of Virtual Reality Office Trending in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Virtual Reality Office Trending. Where to download Virtual Reality Office Trending online for free? Are you looking for Virtual Reality Office Trending PDF? This is definitely going to save you time and cash in something you should think about.

Find Virtual Reality Office Trending :

[roblox codes best](#)

[roblox survival planner](#)

[tips roblox limiteds](#)

[trending roblox survival](#)

[roblox building pro](#)

~~[roblox building best](#)~~

~~[tutorial roblox roleplay](#)~~

[roblox adventure game framework](#)

[roblox anime toolkit](#)

~~[for beginners roblox simulator](#)~~

[roblox limiteds latest](#)

~~[ideas roblox parkour](#)~~

[advanced roblox survival](#)

[roblox update top](#)

[framework roblox building](#)

Virtual Reality Office Trending :

24 WALKS ALONG THE AMALFI COAST 24 WALKS ALONG THE AMALFI COAST hiking guide nostronoweb travel bookshop online. 24 Walks along the Amalfi Coast - Pellecchia, Luciano 24 Walks along the Amalfi Coast by Pellecchia, Luciano - ISBN 10: 8890599812 - ISBN 13: 9788890599811 - Cart&guide - Softcover. 24 Walks Along the Amalfi Coast. Ediz. Illustrata Bibliographic information ; Author, Luciano Pellecchia ; Publisher, Officine Zephro, 2011 ; ISBN, 8890599812, 9788890599811 ; Length, 176 pages ; Subjects. Sports & ... 24 walks along the Amalfi coast. Ediz. illustrata Panoramica del libro. Twenty-four walks in the mountains but incredibly still in constant contact with the sea della Amalfi Coast... The Sentiero degli Dei: The Amalfi Coasts' Legendary Trail Amalfi Coast. Guided walks. Discover Italy's paradise coast. Due to the myriad uncertainties created by ... (24), Lakeside (2), Mountains (7), Seaside (12). What ... Paths of the Amalfi Coast - Exodus Travels This self-guided walking holiday sees you descend from your quiet base in Agerola, following mule tracks and old paths through hillside villages, lemon groves ... 24 walks along the Amalfi Coast - Wandern an der ... 24 walks along the Amalfi Coast - Wandern an der Amalfiküste ; Continent: Europe ; Country: Italy ; State / Province: Campania ; Region:

Tyrrhenisches Meer, Amalfi ... Walking guidebook to Amalfi Coast, Capri, Ischia A guidebook of 32 graded walks on the Amalfi Coast, Positano, Sorrento Peninsula, and Monti Lattari. Includes the idyllic islands of Capri and Ischia. Amalfi: Big miles on our feet-Big points for Italy - TravelArk 2.0 We then get out that trusty "24 Walks along the the Amalfi Coast" book that we have now realized the maps and directions were partly lost in translation ... 24 Walks along the Amalfi Coast - Softcover 24 Walks along the Amalfi Coast - Softcover · ISBN 10 8890599812 · ISBN 13 9788890599811 · BindingPaperback · Rating. 0 avg rating (0 ratings by Goodreads). The Life And Liberation Of Padmasambhava Vols I - II Apr 6, 2021 — Life & Liberation of Padmasambhava (2 Volume Set)This biography of Padmasambhava ... download 1 file · FULL TEXT download · download 1 file · HOCR ... Life and Liberation of Padmasambhava - 2 Volumes This biography of Padmasambhava, the founder of Tibetan Buddhism, is a translation of the Padma bKa'i Thang recorded in the eighth century by his closest ... The Life and Liberation of Padmasambhava (Vols I & II) Padilla bKa'i Thal1g Part I: India As Recorded by Yeshe Tsogyal Rediscovered by Terchen U rgyan Lingpa Translated into F... Life & Liberation of Padmasambhava (2 Volume Set) This biography of Padmasambhava, the founder of Tibetan Buddhism, is a translation of the Padma bKa'i Thang recorded in the eighth century by his closest ... THE LIFE AND LIBERATION OF PADMASAMBHAVA 2 ... THE LIFE AND LIBERATION OF PADMASAMBHAVA 2 Volume Set. California: Dharma Publishing, 1978. First Edition; Third Printing. Hardcover. Item #155020 The Lives and Liberation of Princess Mandarava Those who read this book will gain inspiration and encouragement on the path to liberation. "An extraordinary story from the heart of Tibetan religious culture. The Life Stories of Padmasambhava and their Significance ... by S Hughes · 2013 · Cited by 3 — 1 A mound-like structure containing religious relics that symbolizes the Buddha in meditation posture. Also known as stupa. 2 Stones and rocks with carved ... Life and Liberation of Padmākara Guru Padmasambhava was an emanation of both Buddha Amitābha and the peerless Śākyamuni, and his purpose was to pacify human and spirit beings that were ... Padmasambhava - Life and Liberation Cantos 37 and 39 free buddhist audio offers over 5000 free talks on buddhism, mindfulness and meditation to stream or download. Business Law Solutions Digital tools to help your students succeed in your Business Law course. McGraw Hill Connect® for Business Law provides the most comprehensive solution to ... Dynamic Business Law Designed for business majors taking a two semester Business Law course, Dynamic Business Law incorporates an ethical decision-making framework, ... Dynamic Business Law: The Essentials Future business leaders need knowledge of existing business law as well as a set of skills permitting them to adjust efficiently and effectively to new ... Dynamic Business Law: The Essentials, 2021 Featuring a concise, student-focused approach and a cohesive theme throughout the text and cases, Dynamic Business Law provides an ethical decision-making ... Test Bank and Solutions For Dynamic Business Law The ... Test Bank and Solutions For Dynamic Business Law The Essentials 5th Edition By Nancy Kubasek ; 1) Ethics is the study and practice of decisions that meet, but do ... Dynamic Business Law 5th Edition Textbook Solutions Access Dynamic Business Law 5th Edition solutions now. Our

solutions are written by Chegg experts so you can be assured of the highest quality! Business Law | McGraw Hill Higher Education Designed for business majors taking a two semester Business Law course, Dynamic Business Law ... Log in to Higher Ed Connect · Log in to PreK ... DYNAMIC BUSINESS LAW W/ CONNECT CODE - Booksmart DYNAMIC BUSINESS LAW W/ CONNECT CODE ; Author: KUBASEK ; ISBN: 9781307148336 ; Publisher: McGraw Hill Create (custom) ; Volume: ; Edition: 4. Dynamic Business Law Chapter 1 Flashcards Introduction to the Fundamentals of Business Law Learn with flashcards, games, and more — for free. Business Law UNIQUE TO MELVIN, BUSINESS LAW AND STRATEGY 2E! These exercises encourage students to think critically and strategically and connect several concepts and ...