

Top 10 Companies for Fully Remote Jobs



Virtual Vocations, Inc.

1.

VocoVision, Inc.



2.

UnitedHealth Group



3.

Humana Inc.



4.

Liberty Mutual



5.

CVS Health Corporation



6.

Capital One



7.

Conduent Incorporated



8.

Maximus, Inc.



9.

Edward Jones



10.

Allstate Insurance



Remote Jobs Usa

**Shelby Millard Harrison,Bradley
Buell,Mary La Dame,Leslie E.
Woodcock,Frederick Alonzo King**

Remote Jobs Usa:

Benefits for US Citizens Only Prashant S Jadhav, Unlock the full potential of being a U S citizen Benefits for US Citizens Only is your ultimate guide to understanding and maximizing the wide range of opportunities available exclusively to Americans From powerful government programs to modern digital advantages and innovative passive income streams this book reveals how you can take full advantage of what s already within your reach Inside you ll discover Governmental Benefits Learn about federal and state programs designed to support education housing healthcare business growth and personal well being Digital Online Opportunities Explore online platforms tools and modern strategies that help U S citizens build financial independence in today s digital economy Passive Income Paths Find proven methods to create multiple income streams from investments and royalties to automated online ventures that work for you around the clock Whether you re a student professional retiree or entrepreneur this book empowers you to make smarter decisions leverage your citizenship and build lasting financial security Start exploring the benefits you already deserve and turn them into real results today

Official Gazette of the United States Patent and Trademark Office United States. Patent and Trademark Office,2000 **Official Gazette of the United States Patent and Trademark Office** ,2000 **Official Gazette of the United States Patent Office** United States. Patent Office,1905 *School and Employment in the United States* Great Britain. Board of Education,1914 *Employment Statistics for the United States* American Statistical Association. Committee on Governmental Labor Statistics,1926 Labor Market Tightness in Advanced Economies Mr. Romain A Duval,Romain Duval,Yi Ji,Longji Li,Myrto Oikonomou,Carlo Pizzinelli,Mr. Ippei Shibata,Alessandra Sozzi,Marina M. Tavares,2022-03-31 Two years after the onset of the COVID 19 pandemic a puzzle has emerged in several advanced economies unfilled job vacancies have increased sharply even though employment has yet to fully recover This note sheds light on three contributing factors namely barriers to returning to work changing worker preferences away from certain types of jobs and sectoral and occupational job mismatch The note also assesses the impact of labor market tightness on wage growth showing that it has been large for low pay jobs but milder overall Bringing disadvantaged groups of workers into the labor force including by controlling the pandemic itself would ease labor market pressures while amplifying the recovery and making it more inclusive Annual Report of the United States Civil Service Commission United States Civil Service Commission,1902 **Official Gazette of the United States Patent Office** USA Patent Office,1916 *The Employment of Young Persons in the United States* National Industrial Conference Board,1925 **Bell V. United States Environmental Protection Agency** ,2000 Recent History of the United States Frederic Logan Paxson,1921 *Taking Sides* John T. Rourke,1992 *Taking Sides Clashing Views on Controversial Issues in World Politics* Twelfth Edition is a debatestyle reader designed to introduce students to controversies in world politics The readings which represent the arguments of world leaders leading political scientists and commentators on the world political scene reflect a variety of

viewpoints and have been selected for their liveliness and substance and because of their value in a debate framework For each issue the editor provides a concise introduction and postscript summary The introduction sets the stage for the debate as it is argued in the yes and no readings The postscript briefly reviews the opposing views and suggests additional readings on the controversial issue under discussion By requiring students to analyze opposing viewpoints and reach considered judgments Taking Sides actively develops students critical thinking skills It is this development of critical thinking skills that is the ultimate purpose of each of the volumes in the widely acclaimed Taking Sides program Book jacket

National Employment System United States. Congress. Senate. Committee on Education and Labor,1919 **Unemployment in the United States** United States. Congress. Senate. Committee on Education and Labor,1929 *Industrial Research Laboratories of the United States, Including Consulting Research Laboratories* ,1982 **Public Employment Offices** Shelby Millard Harrison,Bradley Buell,Mary La Dame,Leslie E. Woodcock,Frederick Alonzo King,1924 **Employment and unemployment series** ,1918 *Service Monographs of the United States Government* ,1923 *Service Monographs of the United States Government* Brookings Institution. Institute for Government Research,1919

When people should go to the books stores, search creation by shop, shelf by shelf, it is in fact problematic. This is why we present the book compilations in this website. It will unquestionably ease you to see guide **Remote Jobs Usa** as you such as.

By searching the title, publisher, or authors of guide you in point of fact want, you can discover them rapidly. In the house, workplace, or perhaps in your method can be all best area within net connections. If you object to download and install the Remote Jobs Usa, it is enormously simple then, since currently we extend the colleague to buy and create bargains to download and install Remote Jobs Usa therefore simple!

https://socketapi.adit.com/public/uploaded-files/Documents/Tourism_Information_Technology_2nd_Edition.pdf

Table of Contents Remote Jobs Usa

1. Understanding the eBook Remote Jobs Usa
 - The Rise of Digital Reading Remote Jobs Usa
 - Advantages of eBooks Over Traditional Books
2. Identifying Remote Jobs Usa
 - 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 Remote Jobs Usa
 - User-Friendly Interface
4. Exploring eBook Recommendations from Remote Jobs Usa
 - Personalized Recommendations
 - Remote Jobs Usa User Reviews and Ratings
 - Remote Jobs Usa and Bestseller Lists
5. Accessing Remote Jobs Usa Free and Paid eBooks

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

Remote Jobs Usa Introduction

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

FAQs About Remote Jobs Usa Books

1. Where can I buy Remote Jobs Usa books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Remote Jobs Usa book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
4. How do I take care of Remote Jobs Usa books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Remote Jobs Usa audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.
8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.
9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Remote Jobs Usa books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Remote Jobs Usa :

tourism information technology 2nd edition

toshiba tec b 452 manual

thomas pugel international economics 16th edition pdf

topics for objective type e tnpsc

unit 11 text shakespearean drama workshop weebly

touchpoints 3 to 6

ucsmf functions statistics and trigonometry university of chicago school mathematics project

training manual bookkeeping financial management

trading the measured move

today's technician automatic transmissions and transaxles 3e today's technician automatic transmissions

transaxles

toyota 6fg10 02 6fg10 40 6fg10 6fd10 02 6fd10 6fg14 02 6fg14 40 6fg14 42 6fg14 6fd14 02 6fd14 6fg15 02 6fg15 40 6fg15 42 6fg15 6fd15 02 6fd15 6fg18 02 6fg18 40 6fg18 42 6fg18 6fd18 02 6fd18 6fg20

toshiba e studio 232 service manual download

~~trading vix derivatives trading and hedging strategies using vix futures options and exchange traded notes~~

trainers handbook teach english a training course for teachers

twelve tribes of israel

Remote Jobs Usa :

the roaring twenties definition and facts history - Apr 16 2023

web roaring twenties in the roaring twenties a surging economy created an era of mass consumerism as jazz age flappers flouted prohibition laws and the harlem renaissance redefined arts and

the roaring twenties chapter 10 answer key unveiled study - Aug 08 2022

web the roaring twenties chapter 10 answer key unveiled the roaring twenties also known as the jazz age was a period of great social cultural and economic change in the united states this chapter delves into the key events trends and important figures that defined this remarkable decade

the roaring twenties answer key fill out sign online dochub - Jun 06 2022

web make any changes required add text and images to your the roaring life of the 1920s worksheet answers underline

details that matter remove sections of content and substitute them with new ones and insert symbols checkmarks and areas for filling out finish redacting the form

roaring twenties definition music history facts - May 17 2023

web oct 12 2023 roaring twenties colloquial term for the 1920s especially within the united states and other western countries where the decade was characterized by economic prosperity rapid social and cultural change and a mood of exuberant optimism

chapter 12 politics of the roaring twenties flashcards - Oct 22 2023

web an economic and political system based on a single party government ruled by a dictatorship red scare panic in the united states that began after revolutionaries in russia overthrew the czarist regime

the roaring twenties guided questions activities and more commonlit - Jun 18 2023

web this 10th grade level article by mike kubic explores the ups and downs of the roaring twenties explore discussion activities questions and assessment guides completing 6 commonlit lessons has been shown to correlate with over 1.5 times the average expected reading growth

roaring twenties wikipedia - Jan 13 2023

web the roaring twenties sometimes stylized as roaring 20s refers to the 1920s decade in music and fashion as it happened in western society and western culture

roaring twenties flappers prohibition jazz age history - Jul 19 2023

web nov 20 2023 the roaring twenties were a jazz age burst of prosperity and freedom for flappers and others during the prohibition era until the economy crashed in 1929 shows this day in history schedule

roaring twenties questions and answers enotes com - Mar 15 2023

web roaring twenties questions and answers examine how immigration prohibition and religion affected the rise of intense cultural conflicts of the 1920s discuss the parallels between the roaring

free roaring twenties answer key cyberlab sutd edu sg - Oct 10 2022

web roaring twenties answer key the global 1920s nov 03 2020 the 1920s is often recognised as a decade of fascism flappers and film covering the political economic and social developments of the 1920s throughout the world the global 1920s takes an international and cross cultural perspective on the critical changes and

politics in the 1920s cliffsnotes - Sep 21 2023

web during the 1920s three republicans occupied the white house warren g harding calvin coolidge and herbert hoover harding was inept coolidge was mediocre and hoover was overcome by circumstances he neither understood nor could control harding's campaign slogan a return to normalcy aptly described american politics for the entire period

[common lit the roaring twenties flashcards quizlet](#) - Aug 20 2023

web apr 2 2021 which statement best characterizes the the government of the roaring twenties the leaders of the time were uninspired and inactive what did hoover foresee about the future of the united states

politics of the roaring twenties answer key download only - May 05 2022

web politics of the roaring twenties answer key politics of the roaring twenties flashcards and study sets the 1920s government politics and law overview politics during the 1920s digital history republican ascendancy politics in the 1920s article best chapter 12 politics of the roaring twenties the roaring 20 s

[politics of the roaring twenties teaching resources tpt](#) - Sep 09 2022

web the following is a 6 slide ppt which describe the political landscape in the united states leading to the roaring twenties in america the ppt begins with the presidency of warren g harding and allows you to emphasize that favorable domestic policies led to the growth of business and the roaring twenties

[the roaring twenties answer key the roaring twenties the](#) - Feb 14 2023

web the roaring twenties the dawes plan a law enacted in 1887 that was intended to americanize native americans by distributing reservation land to individual owners fordney mccumber tariff a set of regulations enacted by congress in 1922 that raised taxes on imports to record levels in order to protect american businesses against foreign

the roaring twenties eighth grade social studies worksheets - Jul 07 2022

web the roaring twenties the 1920 s were a time of social economical and political change in the united states after world war i the economy changed drastically men and women began to raise their standards of living spending money on

[the roaring twenties worksheet answer key pdfiller](#) - Mar 03 2022

web the form roaring twenties worksheet is a document or worksheet designed to help students or individuals learn about or review key information and concepts related to the roaring twenties it may include questions activities or prompts for reflection on topics such as the cultural social economic and political changes that occurred during

28 politics of the roaring twenties teaching resources tpt - Dec 12 2022

web viewing guides with answer keys to the following episodes of crash course united states history and crash course black american history crash course u s history1 the black legend native americans and spaniards 4 pages 2 colonizing america 4 pages 3 the natives and the english 4 pages 4 colonial america 4 pages 5

the roaring twenties answers teaching resources tpt - Nov 11 2022

web this covers nicola sacco bartolomeo vanzetti ku klux klan immigration policies political radicals unions teapot dome scandal fordney mccumber tariff warren g harding s presidency technological invention of the 1920s20 multiple choice questions2 essay questions 22 total questions with an answer key

the roaring twenties commonlit answers 2023 free - Apr 04 2022

web find the answer key for the topic the roaring twenties below note be prepared to share your original ideas in a class discussion discussion questions answers following are our answers based on the questions provided q 1 in your opinion what does the quote the government that governs the least governs the best from paragraph

english to urdu urdu to english proz com - Aug 03 2022

web portfolio sample translations submitted 1 english to urdu hour of code general field tech engineering detailed field it information technology source text english how to teach one hour of code we ll host a variety of fun hour long tutorials for students of all ages created by a variety of partners

prolong meaning in urdu tole dena تولہ دینا *english to urdu* - Apr 30 2022

web there are always several meanings of each word in urdu the correct meaning of prolong in urdu is تولہ دینا تولہ and in roman we write it tole dena the other meanings are tole dena lamba karna and jari rakhna prolong is an verb used with object according to parts of speech it finds its origins in late middle english from old french

tureng prolog turkish english dictionary - Jun 01 2022

web tureng dictionary and translation ltd tureng multilingual dictionary offers you an extensive dictionary where you can search terms in english french german spanish and turkish you can search words by their fields of profession hear 9 different accents in 4 languages add and correct entries

prlog translation english to urdu services - Mar 30 2022

web prlog translation english to urdu services this is likewise one of the factors by obtaining the soft documents of this prlog translation english to urdu services by online you might not require more get older to spend to go to the book launch as competently as search for them in some cases you likewise complete not discover the

prlog translation english to urdu services - May 12 2023

web prlog global press release distribution translation english to urdu services pakistani nikah nama in english english translation of pakistani marriage certificate june 22 2010 prlog pakistani nikah nama in english english translation of pakistani marriage certificate karachi lahore peshawar islamabad

prlog translation english to urdu services aarne ranta - Jan 28 2022

web translation english to urdu services is understandable in our digital library an online entrance to it is set as public consequently you can download it instantly

english to urdu translators and interpreters proz com - Nov 06 2022

web english to urdu translators materials plastics ceramics etc english to urdu translators certificates diplomas licenses cvs 390 english to urdu translators chemistry chem sci eng english to urdu translators poetry literature english to urdu

word meaning in english is well described here in english as well as in urdu you can use this amazing english to urdu dictionary online to check the meaning of other words too as the word prologue meaning

translation english to urdu services taimoordogar prlog - Aug 15 2023

web do you want urdu to english translation of your nikah nama or nikahnama marriage certificate for immigration or student visa purposes then you need certified translation from any professional translation agency ols offers you quality translation services for your immigration in karachi lahore peshawar islamabad and across the globe

english to urdu translation services proz com - Dec 07 2022

web directory of english to urdu translators and interpreters this site uses cookies some of these cookies are essential to the operation of the site while others help to improve your experience by providing insights into how the site is being used

urdu legal translation english to urdu translation services by prlog - Mar 10 2023

web mar 21 2008 urdu legal translation english to urdu translation services by lingo experts lingo experts translation staff will provide you with helpful and personal attention in order to give you a professional legal urdu translation service that responds to your language needs pr10058824

best urdu translation services 2023 on the market is accurate - Oct 05 2022

web best urdu translation services in 2023 when you look for the best urdu translation services identifying a reliable service with proven expertise to get the job done to the best standards and quality is important you should read reviews of different services carried out by the best professionals

12 equilibrium and le chatelier s principle experiment - Aug 15 2023

web pre laboratory assignment chemical equilibrium and le chatelier s principle consider the reversible reaction $ce + a + b \rightleftharpoons c + d$ what happens to the forward and

equilibrium candy lab answers pdf pdf bukuclone ortax - Dec 27 2021

chemical equilibrium quiz softschools com - Apr 30 2022

web equilibrium candy lab answers pdf pages 4 23 equilibrium candy lab answers pdf upload mia x grant 4 23 downloaded from red ortax org on september 2 2023 by mia x

7 04 equilibrium lab by marissa brown prezi - May 12 2023

web changes in concentration temperature and pressure can affect the position of equilibrium of a reversible reaction chemical reactions are equilibrium reactions equilibrium

[chemistry 7 chem lab 7 06 equilibrium lab report](#) - Jun 13 2023

web understanding the purpose of the chemical equilibrium calculate the equilibrium constant using concentration purpose

to experimentally determine the equilibrium K_c for the
equilibriumcandy lab answers simon quellen field download only - Jan 28 2022

chemical equilibrium lab quiz questions flashcards quizlet - Dec 07 2022

web chemical equilibrium quiz this online quiz is intended to give you extra practice in writing chemical equilibrium expressions and performing calculations involving equilibrium

straw lab chemistry lab straw lab introduction to equilibrium - Sep 04 2022

web jun 9 2023 questions 9 attempts 1492 last updated mar 21 2022 sample question which factors must be equal in a reversible chemical reaction at equilibrium the

pre lab 7 chemical equilibrium finding a constant K_c - Jan 08 2023

web physics questions and answers equilibrium pre lab answer the following questions you may upload a handwritten file if you like as long as it is legible figure numbers refer to

5 equilibrium quizzes questions answers trivia proprofs - Feb 26 2022

07 06 lab report answers doc equilibrium lab report - Mar 30 2022

web equilibrium candy lab answers 2 7 downloaded from uniport edu ng on february 26 2023 by guest industrial research development 1981 inadequate equilibria draft

laboratory i forces and equilibrium college of - Aug 03 2022

web laboratory inquiry in chemistry second edition provides a unique set of guided inquiry investigations that focus on constructing knowledge about the conceptual basis of

equilibrium pre lab answer the following questions chegg com - Jul 02 2022

web equilibrium candy lab answers pdf introduction equilibrium candy lab answers pdf pdf stable isotope ecology brian fry 2007 01 15 a solid introduction to stable

equilibrium candy lab answers uniport edu ng - Sep 23 2021

equilibrium lab chemical education xchange - Nov 06 2022

web a stress is any kind of change in a system at equilibrium that upsets the equilibrium stressors that affect chemical equilibrium concentration temperature and volume for

7 04 equilibrium lab report by erichelle goitia prezi - Mar 10 2023

web water which represented a state of equilibrium the concept of equilibrium can be summarized as follows as a chemical

reaction progresses the reactant concentration

equilibrium candy lab answers pdf red ortax org - Oct 25 2021

chemical equilibrium quiz chemquiz net - Jun 01 2022

web extreme secret formula lab on food and cooking oxidizing and reducing agents chemical education towards research based practice candy the silent history

3 le chatelier s principle experiment chemistry - Feb 09 2023

web laboratory i forces and equilibrium lab i 1 in biological systems most objects of interest are in or almost in equilibrium either stationary or moving with a constant

equilibrium questions practice khan academy - Oct 05 2022

web title equilibrium lab objective s investigate how increasing or decreasing the concentration of one component of an equilibrium system affects the position of

7 06 equilibrium lab i honestly dont know what to - Apr 11 2023

web equilibrium questions a covalent bond has a standard gibbs free energy of 400 kj mol while the hydrogen bond and van der waals forces have substantially lower values

equilibriumcandy lab answers pdf 2 telcomanager - Nov 25 2021

7 06 equilibrium lab report equilibrium lab report - Jul 14 2023

web sep 22 2021 the equilibrium system can be written in the general form $ce_{(aq)} + h_{(aq)} \rightleftharpoons a_{(aq)}$ label 7 the equilibrium constant expression for this reaction