# Side Hustle Secrets

The Step-by-Step Blueprint to Starting a Profitable Side Hustle



# **Side Hustle Blueprint Step By Step**

**Lise Cartwright** 

 ${\bf Side\ Hustle\ Blueprint\ Step\ By\ Step:}$ 

#### Side Hustle Blueprint Step By Step Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Side Hustle Blueprint Step By Step**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

https://dev.vn.se/About/virtual-library/Download PDFS/The Best Of Finnish Cooking.pdf

#### **Table of Contents Side Hustle Blueprint Step By Step**

- 1. Understanding the eBook Side Hustle Blueprint Step By Step
  - The Rise of Digital Reading Side Hustle Blueprint Step By Step
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Side Hustle Blueprint Step By Step
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - $\circ \ \ Popular \ eBook \ Platforms$
  - Features to Look for in an Side Hustle Blueprint Step By Step
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from Side Hustle Blueprint Step By Step
  - Personalized Recommendations
  - Side Hustle Blueprint Step By Step User Reviews and Ratings
  - Side Hustle Blueprint Step By Step and Bestseller Lists

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

#### **Side Hustle Blueprint Step By Step Introduction**

In the digital age, access to information has become easier than ever before. The ability to download Side Hustle Blueprint Step By Step has revolutionized the way we consume written content. Whether you are a student looking for course material, an avid reader searching for your next favorite book, or a professional seeking research papers, the option to download Side Hustle Blueprint Step By Step has opened up a world of possibilities. Downloading Side Hustle Blueprint Step By Step provides numerous advantages over physical copies of books and documents. Firstly, it is incredibly convenient. Gone are the days of carrying around heavy textbooks or bulky folders filled with papers. With the click of a button, you can gain immediate access to valuable resources on any device. This convenience allows for efficient studying, researching, and reading on the go. Moreover, the cost-effective nature of downloading Side Hustle Blueprint Step By Step has democratized knowledge. Traditional books and academic journals can be expensive, making it difficult for individuals with limited financial resources to access information. By offering free PDF downloads, publishers and authors are enabling a wider audience to benefit from their work. This inclusivity promotes equal opportunities for learning and personal growth. There are numerous websites and platforms where individuals can download Side Hustle Blueprint Step By Step. These websites range from academic databases offering research papers and journals to online libraries with an expansive collection of books from various genres. Many authors and publishers also upload their work to specific websites, granting readers access to their content without any charge. These platforms not only provide access to existing literature but also serve as an excellent platform for undiscovered authors to share their work with the world. However, it is essential to be cautious while downloading Side Hustle Blueprint Step By Step. Some websites may offer pirated or illegally obtained copies of copyrighted material. Engaging in such activities not only violates copyright laws but also undermines the efforts of authors, publishers, and researchers. To ensure ethical downloading, it is advisable to utilize reputable websites that prioritize the legal distribution of content. When downloading Side Hustle Blueprint Step By Step, users should also consider the potential security risks associated with online platforms. Malicious actors may exploit vulnerabilities in unprotected websites to distribute malware or steal personal information. To protect themselves, individuals should ensure their devices have reliable antivirus software installed and validate the legitimacy of the websites they are downloading from. In conclusion, the ability

to download Side Hustle Blueprint Step By Step has transformed the way we access information. With the convenience, cost-effectiveness, and accessibility it offers, free PDF downloads have become a popular choice for students, researchers, and book lovers worldwide. However, it is crucial to engage in ethical downloading practices and prioritize personal security when utilizing online platforms. By doing so, individuals can make the most of the vast array of free PDF resources available and embark on a journey of continuous learning and intellectual growth.

# **FAQs About Side Hustle Blueprint Step By Step 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 webbased 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. Side Hustle Blueprint Step By Step is one of the best book in our library for free trial. We provide copy of Side Hustle Blueprint Step By Step in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Side Hustle Blueprint Step By Step. Where to download Side Hustle Blueprint Step By Step online for free? Are you looking for Side Hustle Blueprint Step By Step PDF? This is definitely going to save you time and cash in something you should think about. If you trying to find then search around for online. Without a doubt there are numerous these available and many of them have the freedom. However without doubt you receive whatever you purchase. An alternate way to get ideas is always to check another Side Hustle Blueprint Step By Step. This method for see exactly what may be included and adopt these ideas to your book. This site will almost certainly help you save time and effort, money and stress. If you are looking for free books then you really should consider finding to assist you try this. Several of Side Hustle Blueprint Step By Step are for sale to free while some are payable. If you arent sure if the books you would like to download works with for usage along with your computer, it is possible to download free trials. The free guides make it easy for someone to free access online library for download books to your device. You can get free download on free trial for lots of books categories. Our library is the biggest of these that have literally hundreds of thousands of different products categories represented. You will also see that there are specific sites

catered to different product types or categories, brands or niches related with Side Hustle Blueprint Step By Step. So depending on what exactly you are searching, you will be able to choose e books to suit your own need. Need to access completely for Campbell Biology Seventh Edition book? Access Ebook without any digging. And by having access to our ebook online or by storing it on your computer, you have convenient answers with Side Hustle Blueprint Step By Step To get started finding Side Hustle Blueprint Step By Step, you are right to find our website which has a comprehensive collection of books online. Our library is the biggest of these that have literally hundreds of thousands of different products represented. You will also see that there are specific sites catered to different categories or niches related with Side Hustle Blueprint Step By Step So depending on what exactly you are searching, you will be able tochoose ebook to suit your own need. Thank you for reading Side Hustle Blueprint Step By Step, Maybe you have knowledge that, people have search numerous times for their favorite readings like this Side Hustle Blueprint Step By Step, but end up in harmful downloads. Rather than reading a good book with a cup of coffee in the afternoon, instead they juggled with some harmful bugs inside their laptop. Side Hustle Blueprint Step By Step is available in our book collection an online access to it is set as public so you can download it instantly. Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one. Merely said, Side Hustle Blueprint Step By Step is universally compatible with any devices to read.

#### Find Side Hustle Blueprint Step By Step:

the best of finnish cooking

the best blackjack book ever

the best 1996 dodge caravan factory service manual

the baffling case of the battered brain galactic academy of science

the battle for investment survival publisher wilev

the best of andrew lloyd webber easy piano

the best of france hardcover

the best ever applique sampler from piece ocake designs

the assassins tale the ottoman cycle volume 3

the best thing he never knew he needed the champion brothers book 3

the beginning runners handbook the proven 13 week walkrun program

the best american sports writing 2014

the berlin boxing club

the art of living vipassana meditation

#### the battle against the wasters

#### **Side Hustle Blueprint Step By Step:**

science outside the laboratory measurement in field science - May 31 2022

web in science outside the laboratory marcel boumans explores the state of measurement theory its reliability and the role expert judgment plays in field investigations from the

# science outside the laboratory measurement in field science - Aug 14 2023

web may 21 2015 measurement is the assignment of numbers to objects or events according to a rule the rule should be such that the numbers provide reliable information about the objects or events but the rules applicable in the field are different from the rules used in

#### introduction science outside the laboratory measurement in - Oct 24 2021

web boumans marcel introduction science outside the laboratory measurement in field science and economics new york 2015 online edn oxford academic 21 may 2015

copyright page science outside the laboratory measurement - Apr 29 2022

web copyright page science outside the laboratory measurement in field science and economics new york 2015 online edn oxford academic 21 may 2015

science outside the laboratory measurement in field science and - Jun 12 2023

web in science outside the laboratory marcel boumans investigates the feasibility of reliable measurement in the field sciences in the field scientists struggle with a lack of control

# preface science outside the laboratory measurement in field - Jul 01 2022

web this book is about what is needed to attain a reliable measurement particularly when the data out of which the measurement is composed come from different sources and not

#### science outside the laboratory measurement in fie ol wise edu - Jan 27 2022

web 2 science outside the laboratory measurement in fie 2023 01 01 science outside the laboratory measurement in fie downloaded from ol wise edu jo by guest melody

science outside the laboratory measurement in fie full pdf - Oct 04 2022

web science outside the laboratory measurement in fie getting the books science outside the laboratory measurement in fie now is not type of inspiring means you

measurement outside the laboratory request pdf - Dec 26 2021

web dec 1 2005 a modelling strategy that accounts for measurement outside the laboratory where one cannot base

measurements on a single simple law will have to drop the

### science outside the laboratory measurement in field science - Mar 29 2022

web science outside the laboratory measurement in field science and economics publication measurement is the assignment of numbers to objects or events according

science outside the laboratory measurement in fie book - Feb 25 2022

web science outside the laboratory measurement in fie basic theory and laboratory experiments in measurement and instrumentation sep 30 2022 this textbook offers a

#### measurement outside the laboratory philosophy of science - Nov 05 2022

web this paper will concentrate on two necessary steps for measurement whether or not provided by theory 1 one should search for a mathematical representation of the

pdf science outside the laboratory measurement in fie - Aug 02 2022

web science outside the laboratory measurement in fie the plays and poems of william shakspeare in sixteen volumes collated verbatim with the most authentick copies

#### index science outside the laboratory measurement in field - May 11 2023

web may 21 2015 index science outside the laboratory measurement in field science and economics new york 2015 online edn oxford academic 21 may 2015

#### marcel boumans science outside the laboratory measurement - Mar 09 2023

web jan 1 2022 marcel boumans science outside the laboratory measurement in field science and economics new york oxford university press 2015 xi 198 pp 59 95

measurement science outside the laboratory measurement in - Jul 13 2023

web may 21 2015 boumans marcel measurement science outside the laboratory measurement in field science and economics new york 2015 online edn oxford

science outside the laboratory measurement in field science and - Sep 03 2022

web in science outside the laboratory marcel boumans addresses the less familiar of science s janus faces not the realm of detached investigation aimed at eternal truth but

#### science outside the laboratory measurement in field science - Feb 08 2023

web jul 1 2015 request pdf science outside the laboratory measurement in field science and economics measurement is the assignment of numbers to objects or

#### science outside the laboratory measurement in fie pdf - Dec 06 2022

web may 18 2023 science outside the laboratory measurement in fie 2 6 downloaded from uniport edu ng on may 18 2023

by guest forestry sociology ecological and

# science outside the laboratory measurement in field - Jan 07 2023

web jun 9 2017 the purpose of this research study was to determine the overall effectiveness of computer based laboratory compared with the traditional hands on laboratory for

#### what is field laboratory igi global - Nov 24 2021

web in response to these challenges a field laboratory has been developed for evaluating mobile technologies in situ facilitating high quality data collection as well as

consensus science outside the laboratory measurement in - Apr 10 2023

web may 21 2015 boumans marcel consensus science outside the laboratory measurement in field science and economics new york 2015 online edn oxford

hamas s genocidal intentions were never a secret the atlantic - May 05 2022

oct 10 2023 until october 7 2023 many in palestine israel and elsewhere may similarly have dismissed or discounted the acuity of hamas s aims and ambitions its true objectives and its as yet

ach cã â go irish edition by finola o lanigan - Mar 15 2023

ach cã â go irish edition by finola o lanigan april 28th 2020 1 auto payroll is available if setup for employees and the pany are plete all employees are salaried employees all employees are set up on direct deposit bank verification e services is enabled all employees are located in the same state and the pany is not a multi state pany

# ach cé go irish edition by finola o lanigan speakings gestamp - Oct 10 2022

may 28 2023 uncover the magazine ach cé go irish edition by finola o lanigan that you are looking for if you want to hilarious novels lots of fiction tale comedy and more fictions collections are also initiated from best seller to one of the most ach ca c go irish edition copy 2013 thecontemporaryaustin - Sep 21 2023

sixth edition irish irish writing london volume 2 Ériu catalogue of irish manuscripts in houghton library harvard university Éigse ach ca c go irish edition downloaded from 2013 the contemporaryaustin org by guest malik victoria nyu press originally published in 1986 this book gives a detailed account of the manuscripts in cambridge

ach cé go irish edition by finola o lanigan - Dec 12 2022

ach cé go irish edition by finola o lanigan tony burke online shopping for electronics free document search engine 1pdf net google translate badass morale patches empire clement of alexandria ca 150 215 ce that contained excerpts from a longer version of the gospel of mark written by mark himself and circulating in

ach ca c go irish edition download only wrbb neu - Feb 02 2022

currently we extend the member to purchase and create bargains to download and install ach ca c go irish edition

correspondingly simple ach ca c go irish edition 2020 07 12 micaela cooley grammar of ros goill irish co donegal wilfrid laurier univ press recently chapters on individual irish language authors have formed part of publications ach ca c go irish edition pdf uniport edu - Aug 20 2023

aug 20 2023 ach ca c go irish edition 1 5 downloaded from uniport edu ng on august 20 2023 by guest ach ca c go irish edition right here we have countless book ach ca c go irish edition and collections to check out we additionally allow variant types and also type of the books to browse the suitable book fiction history

ach ca c go irish edition 2 pdf full pdf - Nov 11 2022

this ach ca c go irish edition 2 pdf as one of the most on the go sellers here will certainly be accompanied by the best options to review ach ca c go irish edition 2 pdf

ach cé go irish edition by finola o lanigan - Jun 18 2023

jun 17 2023 totally be joined by the best choices to review ach cé go irish edition by finola o lanigan is reachable in our novel assemblage an online access to it is set as public so you can get it instantly it cannot accept repeatedly as we alert before in the path of them is this ach cé go irish edition by finola o lanigan that can be your associate

# ach cé go irish edition by finola o lanigan - May 17 2023

publication ach cé go irish edition by finola o lanigan that you are looking for in the trajectory of them is this ach cé go irish edition by finola o lanigan that can be your colleague this ach cé go irish edition by finola o lanigan as one of the bulk running sellers here will entirely be associated with by the best choices to review

english irish dictionary de bhaldraithe go - Feb 14 2023

go1 s 1 imeacht m a gluaiseacht f to be always on the go bheith ag síorghluaiseacht bheith de shíor sa siúl i have been on the go since morning níor chuireas cos i dtruaill ó mhaidin to keep s o on the go fuadar a choimeád faoi dhuine an taos a choimeád leis an oigheann ag duine 2 teaspach m anam m a

#### ach cé go irish edition by finola o lanigan - Aug 08 2022

ach cé go irish edition by finola o lanigan is internationally congruent with any devices to browse we settle for you this suitable as dexterously as straightforward pretentiousness to obtain those all

what does ach mean in irish wordhippo - Sep 09 2022

what does ach mean in irish english translation but more meanings for ach find more words ach see also in irish similar words cé go conjunction even though while although though if ainneoin conjunction preposition notwithstanding despite after with though nearby translations a ceathair déag ace acceptation

international ach transfers explained wise - Apr 04 2022

sep 7 2022 yes it is possible to send international ach payments in fact in 2021 nacha reported over 100 million

international payments which were worth a combined total of well over 200 billion usd<sup>2</sup> the main barrier to sending international ach payments is that not all banks can offer this service just yet

english irish dictionary de bhaldraithe ach go háirithe - Apr 16 2023

english irish dictionary de bhaldraithe ach go háirithe search for a word in irish or english foclóir gaeilge béarla Ó dónaill 1977 an foclóir beag Ó dónaill ua maoileoin 1991 english irish dictionary de bhaldraithe 1959 grammar pronunciation start a b c d e f g h i j k l m n o p q r s t u v w x y z

# ach ca c go irish edition n duffield - Jul 19 2023

success next to the message as with ease as perspicacity of this ach ca c go irish edition can be taken as competently as picked to act spalpeens and tattie hokers anne o dowd 1991 irish writing london volume 2 tom herron 2012 12 06 the presence of irish writers is almost invisible in literary studies of london the irish writing

# ach cé go irish edition by finola o lanigan - Jul 07 2022

jun 13 2023 april 23rd 2020 irish is a goidelic language of the celtic language family itself a branch of the indo european language family irish originated in ireland and

#### what does ach a mean in irish wordhippo - Jun 06 2022

the english for ach a is when find more irish words at wordhippo com

ach ca c go irish edition uniport edu - Mar 03 2022

jun 27 2023 ach ca c go irish edition 1 5 downloaded from uniport edu ng on june 27 2023 by guest ach ca c go irish edition right here we have countless books ach ca c go irish edition and collections to check out we additionally present variant types and with type of the books to browse the up to standard book fiction

#### ach ca c go irish edition 2 pdf pdf magazine horses - Jan 13 2023

ach ca c go irish edition 2 pdf immersion education pádraig Ó duibhir 2018 05 01 the body of research in this volume offers a detailed account of the success of young immersion learners of irish in becoming competent speakers of the minority language taking account of in class and

#### exam process los angeles - Mar 31 2022

web if you completed a test for the city of los angeles you will receive an email notification containing information regarding your score and or status in the examination please keep in mind that the personnel department must complete various steps in order to process the test materials and or review the video recordings of candidates test

#### management analyst practice test questions flashcards quizlet - Jun 14 2023

web practice test questions multiple choice learn with flashcards games and more for free

management analyst los angeles - Jul 03 2022

web the work location is 100 s main street 10th 9th floor 221 n figueroa street 13th floor or 1575 westwood blvd a management analyst performs professional staff work by researching assembling analyzing and interpreting data and by preparing correspondence and reports with recommendations to management on a wide variety of administrative

los angeles civil service test preparation 2023 practice4me - Aug 16 2023 web city of los angeles practice test with sample questions and answers online practice w

web city of los angeles practice test with sample questions and answers online practice with free example questions la county and city of los angeles test study guides with detailed explanations management analyst jobs in los angeles ca indeed - Dec 28 2021

web 168 management analyst jobs available in los angeles ca on indeed com apply to management analyst program analyst business analyst and more culver city ca 90230 104 000 130 000 a year full time credit risk management analyst downtown los angeles ca or irvine ca

# management analyst los angeles - Jan 09 2023

web how to apply application deadline applications will be accepted through october 7 2021 4pm or until sufficient applications are received interested candidates must email their departmental application to jessica pua lacity org city of los angeles management assistant interview questions - Jan 29 2022

web may 31 2022 3 city of los angeles management assistant interview questions and 3 interview reviews free interview details posted anonymously by city of los angeles interview candidates

los angeles civil service exam preparation jobtestprep - Mar 11 2023

web prepare for los angeles civil service exams with jobtestprep we provide practice tests and sample questions for the various civil service jobs

#### exam information includes exam calendar and eligible lists los angeles - May 13 2023

web chief management analyst 9182 9 02 22 chief management analyst 9182 09 02 2022 09 01 2024 85 chief of operations o 2023 04 11 r chief of operations 7258 04 11 2023 04 10 2025 5 chief of parking enforcement operations o 2023 04 17 r chief of

online testing los angeles - Apr 12 2023

web welcome to online testingfor civil service exams the city of los angeles personnel department offers candidates the opportunity to complete a wide variety of tests online including training and experience questionnaires multiple choice tests technical exercises and advisory essays

#### city of la management analyst exam 2018 quizlet - Jul 15 2023

web lawa los angeles city of la management analyst exam 2018 you ve been invited to join this class to accept the invitation sign up for free latest

#### job information and notification for upcoming examinations - Jun 02 2022

web annual salary 78 320 to 114 547 the salary in the department of water and power is 99 910 to 124 131 notes annual salary is the start of the pay range the current salary range is subject to change please confirm the starting salary with the hiring department before accepting a job offer for information regarding reciprocity between

# management analyst exam prep flashcards quizlet - Aug 04 2022

web study with quizlet and memorize flashcards containing terms like different authorities have conflicting views regarding delegation however there seems to be a general agreement that if chief executive a delegates a task to subordinate executive b executive b cannot in turn delegate to junior executive c a within organizational policy to prescribe the resources los angeles - Feb 10 2023

web los angeles ca 90012 exam information employment services room 100 civil service job opportunities application processing new hours monday december 19 2022 to friday december 23 2022 hours 8 00 a m to 12 00 p m monday december 26 2022 to friday december 30 2022 hours closed

management analyst los angeles - Feb 27 2022

web job description please see attached job bulletin in accordance with los angeles city ordinance 187134 candidates must meet the minimum requirement of being fully vaccinated against covid 19 or receive an exemption and report their vaccination status prior to being hired by the hiring city department

city of los angeles systems analyst interview questions - May 01 2022

web feb 16 2016 i interviewed at city of los angeles los angeles ca in may 2015 first apply to a position on the website governmentjobs com email is sent to you and you are notified of examination day and process examination is a mixture of job skills and hr questions you must pass an entrance exam depending on the curve but usually a

#### city of los angeles management analyst interview questions - Dec 08 2022

web jul 28 2022 city of los angeles management analyst interview questions updated jul 28 2022

la county la county online test prep - Sep 05 2022

web welcome the county of los angeles test preparation system was designed to help familiarize you with general types of test questions found in actual employment tests for many of our job classifications it also provides subject matter information guides to assist you in your test preparation learn more

city of los angeles interview questions glassdoor - Oct 06 2022

web sep 6 2023 city of los angeles interview details 104 interview questions and 95 interview reviews posted anonymously by city of los angeles interview candidates

job bulletin governmentjobs - Nov 07 2022

#### **Side Hustle Blueprint Step By Step**

web two years of full time paid experience as a management aide with the city of los angeles or you may take the management analyst multiple choice test only once every 24 months under this bulletin if you have taken the management analyst multiple choice test during an open filing period in the personnel department within the last 24