Thomas Jones

123 Business Rd., Business City, NY 54321 · 555-555.555 · thomas.jones@email.com

February 15, 2018

To Whom it May Concern:

Jane Doe has worked for me as a Merchandiser Supervisor for the past two years. While under my supervision, her responsibilities have included hiring, training, and supervising store service personnel.

She has established an outstanding rapport with store managers and owners. Her ability to get work done through the service personnel has been outstanding. Jane is highly respected by the people who work under her supervision; she is organized, thorough in her paperwork, and is always on time.

Jane has done an excellent job and I would highly recommend her for a position with your organization.

Please let me know if I can provide you with any further information.

Respectfully,

Thomas Jones Manager Acme Retail

Letter Of Recommendation For Boss Sample

M Planty

Letter Of Recommendation For Boss Sample:

As recognized, adventure as without difficulty as experience just about lesson, amusement, as competently as treaty can be gotten by just checking out a book **Letter Of Recommendation For Boss Sample** also it is not directly done, you could acknowledge even more with reference to this life, with reference to the world.

We manage to pay for you this proper as well as simple mannerism to acquire those all. We have the funds for Letter Of Recommendation For Boss Sample and numerous ebook collections from fictions to scientific research in any way. in the middle of them is this Letter Of Recommendation For Boss Sample that can be your partner.

https://staging.conocer.cide.edu/data/detail/default.aspx/Georgina Of The Rainbows.pdf

Table of Contents Letter Of Recommendation For Boss Sample

- 1. Understanding the eBook Letter Of Recommendation For Boss Sample
 - The Rise of Digital Reading Letter Of Recommendation For Boss Sample
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Letter Of Recommendation For Boss Sample
 - 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 Letter Of Recommendation For Boss Sample
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Letter Of Recommendation For Boss Sample
 - Personalized Recommendations
 - Letter Of Recommendation For Boss Sample User Reviews and Ratings
 - Letter Of Recommendation For Boss Sample and Bestseller Lists
- 5. Accessing Letter Of Recommendation For Boss Sample Free and Paid eBooks

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

Letter Of Recommendation For Boss Sample Introduction

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In todays 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 Letter Of Recommendation For Boss Sample PDF books and manuals is the internets 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 Letter Of Recommendation For Boss Sample 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 Letter Of Recommendation For Boss Sample 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 Letter Of Recommendation For Boss Sample Books

What is a Letter Of Recommendation For Boss Sample PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. How do I create a Letter Of Recommendation For Boss Sample PDF? There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have builtin PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. How do I edit a Letter Of Recommendation For Boss Sample PDF? Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. How do I convert a Letter Of **Recommendation For Boss Sample PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. How do I password-protect a Letter Of Recommendation For Boss Sample PDF? Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing

features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Letter Of Recommendation For Boss Sample:

georgina of the rainbows

georgian court an estate of the gilded age george gaylord simpson paleontologist and evolutionist

german-speaking world a practical itroduction to sociolinguistic issues

george sand papers conference proceedings 1976 hofstra university cultural & intercultural studies 1

german army 1933-1945

german aesthetic and literary criticism kant fichte schelling schopenhauer hegel

georgia okeeffe american and modern

georgia government the cornerstone of everyday life in our state germany and the use of force

german historical school the historical and ethical approach to economics

george gordon meade union general famous figures of the civil war era

german review by glaettli walter e

george mills 1st edition

george herbert his religion and art

Letter Of Recommendation For Boss Sample:

the short oxford history of english literature archive or g - Feb $26\ 2022$

web lively accessible and up to date the short oxford history of english literature will be an invaluable source for all readers

and students of english literature andrew sanders is a reader in modern english literature at birkbeck college university of london

the short oxford history of english literature worldcat org - Oct 05 2022

web chapters cover all major periods of english literature chronologically from old english literature to post war literature including medieval literature the renaissance shakespeare the literature of the seventeenth and eighteenth centuries romanticism the victorian period and modernism

the short oxford history of english literature [] [] - Dec 07 2022

web nov 4 2004 the short oxford history of english literature is the most comprehensive and scholarly history of english literature on the market it offers an introductory guide to the literature of the british isles from the anglo saxon period to the present day in eleven chapters covering all the major periods of english literature chronologically

the short oxford history of english literature open library - Nov 06 2022

web jan 17 2023 3 the short oxford history of english literature 1996 clarendon press oxford university press usa in english rev ed 0198711565 9780198711568

the oxford english literary history free download borrow and - Apr 30 2022

web the oxford english literary history is the new century s definitive account of a rich and diverse literary heritage that stretches back for a millennium and more each of these groundbreaking volumes offers a leading scholar s considered assessment of the authors works cultural traditions events and ideas that shaped the literary voices of

short oxford history of english literature 3rd edition english - Jun 01 2022

web short oxford history of english literature offers in depth coverage of old and middle english literature the renaissance age the sonnets and plays of shakespeare the fiction of the 17th and 18th centuries the significant works of the romantic era and the victorian period are covered in detail

the short oxford history of english literature by andrew - Apr 11 2023

web jul 25 1996 the short oxford history of english literature provides in a single volume a comprehensive beginner s guide to the literature of the british isles from the anglo saxon period to the present day

the short oxford history of english literature sanders andrew - Oct 17 2023

web the short oxford history of english literature by sanders andrew publication date 1994 topics english literature history and criticism publisher

oxford english literary history oxford university press - Aug 03 2022

web the oxford english literary history is the new century s definitive account of a rich and diverse literary heritage that stretches back for a millennium and more each of these thirteen groundbreaking volumes offers a leading scholar s

considered assessment of the authors works cultural traditions events and ideas that shaped the literary short oxford history of english literature - Sep 16 2023

web aug 19 2004 the short oxford history of english literature is the most comprehensive and scholarly history of english literature on the market it offers an introductory guide to the literature of the british isles from the anglo saxon period to the present day in eleven chapters covering all the major periods of english literature chronologically

the short oxford history of english literature amazon in - Feb 09 2023

web the short oxford history of english literature provides in a single volume a comprehensive beginner s guide to the literature of the british isles from the anglo saxon period to the present day ranging from beowolf to the post modern fictions of seamus heaney and angela carter

the short oxford history of english literature sanders andrew - Mar 30 2022

web the short oxford history of english literature by sanders andrew publication date 1994 topics english literature history and criticism publisher oxford clarendon press new york oxford university press

the short oxford history of english literature google books - May 12 2023

web in the short oxford history of english literature sanders conducts us on a tour through the living past behind the stone effigies of poets corner capturing the vast history of the

the short oxford history of english literature amazon com - Aug 15 2023

web nov 14 1996 amazon com the short oxford history of english literature 9780198711575 sanders andrew books books literature fiction history criticism buy new 106 98 list price 135 00 details save 28 02 21 free delivery november 21 december 7 details select delivery location only 3 left in stock order soon qty 1

the short oxford history of english literature goodreads - Jun 13 2023

web jan 1 2001 the short oxford history of english literature provides a comprehensive and authoritative introductory guide to the literature of the british isles from the anglo saxon period to the present day including a full treatment of irish scottish and welsh writing in english

the short oxford history of english literature open library - Jan 08 2023

web dec 8 2020 imported from scriblio marc record the short oxford history of english literature by sanders andrew 2004 oxford university press edition in english 3rd ed

the short oxford history of english literature google books - Jul 14 2023

web in the short oxford history of english literature revised edition andrew sanders conducts us on a tour through the living past behind the stone effigies of poet s corner capturing the vast history of the literature of the british isles in a the short oxford history of english literature - Jul 02 2022

web the short oxford history of english literature avijit nag leavis and the scrutineers had a profound impact on the teaching of english literature in britain and its former empire

the short oxford history of english literature semantic scholar - Sep 04 2022

web the short oxford history of english literature provides in a single volume a comprehensive beginner s guide to the literature of the british isles from the anglo saxon period to the present day

the short oxford history of english literature google books - Mar 10 2023

web the short oxford history of english literature provides in a single volume a comprehensive beginner s guide to the literature of the british isles from the anglo saxon period to the present day now established as the leading introduction to english literature separate chapters trace the development from beowulf to the post modern fictions of pupila de águila gran angular n^{o} 97 spanish edition kindle - Apr 10 2023

web dec 2 2013 amazon com pupila de águila gran angular nº 97 spanish edition ebook cerdá alfredo gómez kindle store **downloadable free pdfs pupila de aguila 97 gran angular** - Feb 25 2022

web sep 9 2023 pupila de aguila 97 gran angular 1 5 downloaded from uniport edu ng on september 9 2023 by guest pupila de aguila 97 gran angular getting the books

pupila de aguila ebook epub gran angular n 97 uniport edu - Jul 01 2022

web jan 15 2023 kindly say the pupila de aguila 97 gran angular is universally compatible with any devices to read news from the empire fernando del paso 2009 presents a

pupila de águila literatura infantil y juvenil sm - Feb 08 2023

web introduction pupila de aguila ebook epub gran angular n 97 pdf pdf developmental disorders david freides 2001 06 08 many disabilities affecting children

casadellibro com co - Dec 26 2021

web apr 3 2002 libro muy interesante y popular entre nuestros lectores pupila de Águila descargar libros gratis descarga directa todos los formatos epub y pdf ebooks

descargar pdf pupila de águila 97 gran angular gratis - Oct 04 2022

web pupila de aguila ebook epub gran angular n 97 3 3 all ages edinburgh 1874 born with a frozen heart jack is near death when his mother abandons him to the care of dr

pupila de águila 5 de descuento fnac - Mar 09 2023

web se ve sometida a una pequeña operación lo que la lleva a encontrarse con igor un joven que intentó suicidarse y que le recuerda a su hermano muerto en misteriosas

pupila de aguila 97 gran angular pdf uniport edu - Jan 27 2022

web the document has moved here

pupila de aguila 97 gran angular pdf uniport edu - May 31 2022

web jun 7 2023 pupila de aguila ebook epub gran angular n 97 and numerous ebook collections from fictions to scientific research in any way in the middle of them is this

pupila de aguila ebook epub gran angular n 97 2022 dotnbm - Dec 06 2022

web pupila de águila libro de editorial sm en su vida ya hay un gran secreto con forma de ausencia la de su hermano toni gran angular ean 9788491075578 isbn

pupila de águila de alfredo gómez cerdá en pdf mobi y epub - Jun 12 2023

web valoración 9 de 10 pdfmobiepubmagnet link a pesar de que martina es aún adolescente en su vida ya hay un gran secreto con forma de ausencia la de su

pupila de aguila ebook epub gran angular n 97 pdf pdf - Jan 07 2023

web 2 pupila de aguila ebook epub gran angular n 97 2022 06 06 pupila de aguila ebook epub gran angular n 97 downloaded from dotnbm com by guest love dalton the

pupila de aguila ebook epub gran angular n 97 uniport edu - Apr 29 2022

web feb 1 2020 editor ediciones sm edición 1 17 de mayo de 2018 colección gran angular idioma español isbn 10 8491075577 isbn 13 978 8491075578 lee

pupila de águila 5 en libros fnac - Nov 05 2022

web título pupila de águila 97 gran angular clasificación 4 5 de 5 estrellas 310 valoraciones isbn 10 8434827646 isbn 13 9788434827646 idiomae español

gratis pupila de águila 97 gran angular de alfredo gómez - Mar 29 2022

web pupila de aguila 97 gran angular la rana y el águila apr 06 2020 forced marches nov 25 2021 forced marches is a collection of innovative essays that analyze the influence of

descargar pdf pupila de águila 97 gran angular gratis - Oct 16 2023

web título pupila de águila 97 gran angular clasificación 4 5 de 5 estrellas 190 valoraciones isbn 10 8491075577 isbn 13 9788491075578 idiomae español

pupila de aguila ebook epub gran angular n 97 full pdf - Aug 14 2023

web 4 pupila de aguila ebook epub gran angular n 97 2020 05 02 the new york times book review you remember hannibal lecter gentleman genius cannibal seven years

pupila de aguila ebook epub gran angular n 97 dotnbm - May 11 2023

web pupila de aguila ebook epub gran angular n 97 3 3 been called the first historian of the private consciousness and the

literary ancestor of writers like joyce and proust the

libro pupila de águila ebook epub gran angular nº 97 de - Sep 15 2023

web feb 3 2020 gratis pupila de águila ebook epub gran angular n^{o} 97 de alfredo gómez cerdá pdf epub mobi gratis descargar gratis pupila de águila ebook

pupila de aguila ebook epub gran angular n 97 pdf full pdf - Aug 02 2022

web apr 11 2023 install pupila de aguila ebook epub gran angular n 97 so simple zohar the book of enlightenment daniel chanan matt 1983 this is the first translation with

pupila de águila gran angular nº 97 ebook amazon es - Jul 13 2023

web pupila de águila gran angular nº 97 ebook cerdá alfredo gómez amazon es libros libros juvenil novelas y ficción literaria lectura ilimitada millones de títulos más

pupila de aguila ebook epub gran angular n 97 2023 - Sep 03 2022

web pupila de aguila ebook epub gran angular n 97 pdf is available in our book collection an online access to it is set as public so you can download it instantly our book servers

descargar pupila de Águila gratis epub pdf y mobi 2020 - Nov 24 2021

little gifts etsy - Oct 06 2022

web instant download little soldier camouflage cupcake toppers for a boy baby shower or birthday party boy with brown hair here is a selection of four star and five star reviews from customers who were delighted with the products they found in this category

the areatest gift wikipedia - Aug 16 2023

web the greatest gift is a 1943 short story written by philip van doren stern loosely based on the charles dickens 1843 novella a christmas carol which became the basis for the film it s a wonderful life 1946 it was self published

great little gift etsy - Aug 04 2022

web check out our great little gift selection for the very best in unique or custom handmade pieces from our shops a little gift spaces of grace - Dec 08 2022

web dec 1 2021 the greatest little gift at christmas time god gave us the greatest little gift a baby unto us a child is born unto us a son is given what could a baby do for a nation in need of deliverance god s plan at christmas was not about what jesus was a baby but what he would become the lamb of god god sees you the same way

the greatest gift a forgotten christmas story literary history - Jun 02 2022

web dec 9 2021 despite being of little interest to magazines and other publishers it seemed fate had something in mind for

stern s story not long after he sent out the christmas cards stern heard from his hollywood agent she loved the greatest gift and wanted to offer the story to the movies stern was thrilled and agreed readily

mercedes benz s new little g wagen will be electric not cheap - Jan 29 2022

web sep $6\ 2023$ geländewagen is german for off road vehicle and the source of the g nickname for the g class the highly profitable model line mercedes introduced in 1979 the new fun size g aka g

great little gifts etsy - Nov 07 2022

web check out our great little gifts selection for the very best in unique or custom handmade pieces from our charm necklaces shops

the greatest little gift amazon com - Jul 15 2023

web apr 25 2017 paperback 8 99 1 new from 8 99 daniel is celebrating his birthday soon and he invites the reader to join him in trying a variety of presents a present one can grow a present one can go wild with a present that is a friend and finally the biggest present

the grand little gift youtube - Jan 09 2023

web who will save christmas

andrea bocelli matteo bocelli virginia bocelli the greatest gift - Feb 10 2023

web the greatest gift is the first single from andrea matteo virginia bocelli s new album a family christmas out on oct 21 and available to order now andreabocelli lnk to afcid

the greatest gift youtube - May 01 2022

web nov 27 2017 the greatest gift tells the story of a family struggling with much to do before christmas little samuel is in hospital and time which is already precious be

the greatest gift a christmas tale amazon com - Feb 27 2022

web verified purchase the idea for the greatest gift which became the basis for the movie it s a wonderful life came to author philip van doren stern on a saturday morning in 1938 when he was shaving the story came from a dream he had during the night complete from start to finish which is a most unusual occurrence in the writing world

little gift gift littlegiftgift - Sep 05 2022

web perfect gifts for the ones you love if you are looking for a gift for a holiday birthday or event little gift gift is the perfect place to get them

the greatest gift by philip van doren stern open library - Jul 03 2022

web sep 17 2020 the greatest gift edit it was a fluke for van doren stern that the director came into possession of his little volume for free donated for christmas to the acquaintances because on the wake of many good writers no one appreciated

much the value of the writing to publish it

andrea bocelli matteo bocelli virginia bocelli the greatest gift - Jun 14 2023

web sep 8 2022 the greatest gift lyrics ooh ooh ooh ooh come and lay your head upon my shoulder look outside the stars are shining bright even though it s turned a little colder we can light a fire

andrea bocelli matteo bocelli virginia bocelli the greatest gift - Mar 11 2023

web andrea bocelli matteo bocelli virginia bocelli lyrics the greatest gift come and lay your head upon my shoulder look outside the stars are shining bright even though it s turned a little colder we can light a fire stay inside hear the angels sing hear the angels sing hallelujah from above singing peace on earth there ll be peace on earth

andrea bocelli the greatest gift lyrics lyrics translate - Apr 12 2023

web the greatest gift lyrics come and lay your head upon my shoulder look outside the stars are shining bright even though it s turned a little colder we can light a fire stay inside hear the angels sing hear the angels sing hallelujah from above **best little gift etsy** - May 13 2023

web check out our best little gift selection for the very best in unique or custom handmade pieces from our shops the greatest gift traduÇÃo andrea bocelli - Mar 31 2022

web the greatest gift feat matteo bocelli virginia bocelli come and lay your head upon my shoulder look outside the stars are shining bright even though it s turned a little colder we can light a fire stay inside hear the angels sing hallelujah from above singing peace on earth there ll be peace on earth if we open up our hearts and give a

the greatest gift webcomic tv tropes - Dec 28 2021

web the greatest gift is a my little pony friendship is magic fan comic by dekomaru that pairs trixie and twilight sparkle this romantic comedy is divided into several parts the greatest gift begins with twilight heading out for a walk one winter only to discover a badly wounded trixie laying in the snow after fighting an ursa minor refusing