by William W. Jex, Ph.D.



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Learning English Steps 1-2-3 Study Guide

Introduction

Are your English skills standing in the way of your success? Here's the way to improve your English that's quick, easy, and effective – it's your passport to perfect English!

Video Aided Instruction's Learning English Steps 1-2-3 is the ultimate resource for beginning English Language Learners, from middle school students through adults!

Combining colorful computer graphics and timetested teaching methods, this comprehensive DVD set uses "real world" situations – like conversations at the bank, in a restaurant, at the airport, on the job, and more – to help you learn the basics of American English.

Designed for those who are new to the language, Learning English Steps 1-2-3 "dives right in" with over 80 developmental lessons and practice exercises in the basics of listening, speaking, reading, and writing in English. Your expert instructor gives you a solid foundation in English, so you can start using it every day – at home, at school, and at work!

For maximum success, view one lesson per day. Don't try to absorb too much in one session. Work along with your instructor, and follow the directions he gives you. Take notes you can refer back to later for additional review of the material. Progress at your own pace and remember to review each lesson as often as you find necessary.

Now you can make English your language – let Video Aided Instruction show you how!

About the Author

William W. Jex, Ph.D., is the director of the American Language Institute at New York University. For more than 30 years, he has taught American English and cultural perspectives – on three continents! In addition to his bestselling video series, Dr. Jex has authored numerous articles and textbooks for English students and business professionals, as well as works of fiction and poetry.

STEP 1 (discs 1–3)

Lesson 1 – The Verb "Be"

Exercise 1

Directions: Write the correct form of the verb "be" ("am," "is," "are").

New York City ______ a large city in the United States of America. It ______ an important city for business and finance. Wall Street ______ in New York City. It ______ the center for American finance. The New York Stock Exchange and the American Stock Exchange ______ there. They ______ popular tourist places.

Vocabulary

а	cue	good	mean	return	they
about	dictionary	great	more	review	this
actually	direction	guide	must	right	through
after	director	happy	necessary	round	time
afterward	do	has	new	sad	to
again	doctor	have	next	second	tourist
all	does	having	notice	see	turn
all right	done	he	now	seeing	two
aloud	download	hello	of	sentence	university
am	each	here	off	she	us
America	easy	hi	OK (okay)	so	use
American	English	1	online	some	using
an	exactly	important	open	speak	verb
and	example	in	or	speaking	very
answer	exchange	institute	passage	speech	video
are	exercise	instructor	pause	start	visit
as	every	into	perfect	step	vocabulary
at	finance	is	place	stock	want
back	finish	it	please	stop	we
be	finished	language	popular	story	when
book	first	large	possibility	street	will
business	for	learn	practice	student	with
busy	form	learning	prepare	study	word
carefully	forward	lesson	professor	studying	work
center	from	let	program	take	working
check	fun	like	prompt	teach	write
city	free	listen	read	teacher	writing
clock	get	listening	reading	that	written
code	give	look	red	the	wrote
come	given	make	remember	then	yes
complete	go	making	repeat	there	you
correct	going	me	require	these	your

Lesson 2 – Pronouns with the Verb "Be"

Exercise 2

Directions: Write the sentence with a pronoun.

- 1. The teacher is busy.2. Helen is happy.3. Willy is sad.4. The student is busy.5. The clock is round.6. The book is red.7. The books are red.
- 8. The professors are busy.

Vocabulary

aid	focus	know	once	provide	subject
banana	four	near	one	quantity	three
basic	friend	need	our	say	try
continue	graphic	noun	plural	series	wonderful
favorite	instruction	number	pronoun	singular	worker
five	item				

Lesson 3 – Contractions with Pronouns and the Verb "Be"

Exercise 3

Directions: Write the sentence with a contraction.

	1.	I am a doctor.					
	2.	You are a t	teacher.				
	3.	He is a tou	rist.				
	4.	She is a de	ntist.				
	5.	lt is a clock	ζ.				
	6.	We are pro	ofessors.				
		You are stu					
	8.	They are to	ourists.				
		,					
Vo	са	bulary					
		me non	contracted contraction	dentist long	often pen	pencil short	stuff sweet

Δ

Lesson 4 – Negative Sentences with the Verb "Be"

Exercise 4

Directions: Complete the negative statements.

1.	l am a professor.	I	a president.
		I	a doctor.
2.	You are a doctor.	You	a secretary.
3.	We are friends.	We	enemies.
4.	They are biologists.	They	conductors.

Vocabulary

affirmative	can	girl	no	quite	violinist
another	compare	lot	not	secretary	watch
biologist	conductor	man	positive	statement	woman
boy	enemy	negative	president		

Lesson 5 – Contractions and Negative Statements with the Verb "Be"

Exercise 5

Directions: Complete the negative statements with contractions.

1. I am a professor.	a president.
	a doctor.
2. You are a doctor.	a secretary.
	a secretary.
3. We are friends.	enemies.
	enemies.
	students.
4. They are biologists.	conductors.
	conductors.
, , ,	

Vocabulary

also	consider	marker	pupil	tough
combine	et cetera (etc.)	nice		

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Lesson 6 – The Word "In"

Exercise 6

Directions: Write sentences using "in" and the expressions to show place. Use the correct form of the verb "be."

Vocabulary

class	got	possible	room	several
classroom	illustration	preposition	show	thank
computer	location	ready	showing	yeah
expression			-	

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Lesson 7 – Adjectives

Exercise 7

Directions: Write sentences using the adjectives and nouns in the list.

- 1. expensive, watch
- 2. expensive, automobile
- 3. busy, professor
- 4. busy, students
- 5. round, clock
- 6. unhappy, she
- 7. red, book
- 8. red, apple
- 9. white, egg
- 10. white, ambulance
- 11. inexpensive, pencil
- 12. tall, student

Vocabulary

adjective	broad	egg	inexpensive	people	truck
already	car	expensive	interesting	quality	unhappy
ambulance	change	fine	just	should	village
apple	children	fire	lazy	small	well
automobile	color	follow	list	tall	which
big	describe	green	little	thing	white
blue				-	

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Lesson 8 – The Articles "A" and "An"

Exercise 8

Directions: Write complete sentences using a noun and an adjective Use the correct article ("a," "an"), or no article.

- 1. apple, red
- 2. cars, large
- 3. tourist, happy
- 4. ambulance, white

Vocabulary

additional	but	job	put	welcome
article	chance	nothing	tricky	yellow
before	decide	only	vowel	

Lesson 9 – The Word "From"

Exercise 9

Directions: Write complete sentences using "from" and the "be" verb.

1.	I, United States	5	-			
	I, Thailand		-			
2.	Professor Hill, O	China	-			
3.	Maria and Hele	en, Sweden	-			
	Maria and Hele	en, Thailand	-			
	Maria and Hele	en, Korea	-			
4.	The violinist, Los Angeles					
5.	. We, Colombia					
6.	. You, Vietnam					
7.	They, Korea		-			
8.	8. The instructors, New York City					
Voca	bulary					
best com cour	pletely	few home home country	howev indica mothe	te	origin school	simple usually

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Lesson 10 – Questions and Answers with the Verb "Be"

Exercise 10

Directions: Write complete questions from the statements.

1.	David is from New York.	
2.	Maria is from San Francisco.	
3.	You are from Paris.	
4.	She's from Tehran.	
5.	Maria's from Dakar.	
6.	They're from Beijing.	

Vocabulary

bay	construction	end	island	question	switch
beautiful	disc	how	ocean	reach	west
both	east	information	peninsula	state	

Lesson 11 – Short Answers and Contractions with the Verb "Be"

Exercise 11

Directions: Write the answers to the questions. Use both the long form and contractions when appropriate.

1.	Is San Francisco in California?	Yes,
2.	Is Maria from Texas?	No,
		No,
		No,
3.	Is San Francisco a peninsula?	Yes,
4.	Are San Francisco and Oakland cities?	Yes,
5.	Is Wall Street in Mexico?	No,
		No,
		No,
6.	Are Helen and David in Hollywood?	No,
		No,
		No,
	bulary ropriate response sum	mary
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Lesson 12 – Long Answers with the Verb "Be"

Exercise 12

Directions: Write the long answer and the short answer for each question.

1.	Is San Francisco a peninsula?	Yes,
		Yes,
2.	Is Los Angeles a city?	Yes,
		Yes,
3.	Is Paris an island?	No,
		No,
4.	Is New York City a state?	No,
		No,
5.	Is London a city?	Yes,
		Yes,
6.	Is Paris in Mexico?	No,
		No,

Vocabulary

point

respond

specific

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Lesson 13 – Demonstrative Pronouns

Exercise 13

Directions: Write short sentences using the demonstrative pronouns: Use "this" or "these" for NEAR and "that" or "those" for FAR.

	<u>NEAR</u> :		<u>FAR</u> :
1.	staple	6.	calculator
2.	books	7.	stapler
3.	mailing labels	8.	file folders
4.	book	9.	staples
5.	envelope		
Voca	bulary		

attention	demonstrative	envelope	glass	napkin	plate
calculator	diagram	excellent	hold	object	spoon
cell phone	dining	far	introduce	paper clip	stapler
cup	eat	file folders	knife	рау	staples
demonstrate	eating	fork	mailing label	picture	those



Lesson 14 – The "Wh" Question Words

Exercise 14

Directions: Write the answers for the questions ("who," "what," "where").

1.	Who's your favorite actor?	(Tom Cruise)
2.	What's your occupation (job)?	(professor)
3.	Where are Willy and Helen?	(in the classroom)
		(in the room)
4.	Who's your best friend?	(Maria)
5.	What's the date?	(27th of June)
6.	Who's your teacher?	(Professor Chung)
7.	Where are Ivan and Masayo?	(in the restaurant)
8.	Where are you from?	(Ukraine)

Vocabulary

actor	June	party	signal	what
date	Mrs.	regular	Sunday	where
door	my	restaurant	today	who
idea	occupation	Saturday	Tuesday	whom
July				

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Lesson 15 – The Vocabulary of Time

Exercise 15

Directions: Write the answers to "what" questions using time espressions.

1. What's the fourth month of the year? (April) (12 Main Street) _____ 2. What's your address? 3. What's the price? (twenty dollars) _____ (three o'clock) 4. What's the time? 5. What time is it? (ten o'clock) _____ 6. What's the day? (Monday) _____ 7. What day is it? (Thursday) _____ 8. What's today? (Saturday) _____

Vocabulary

address	eighth	January	ninth	September	third
April	eleven	main	November	seven	Thursday
August	eleventh	March	o'clock	seventh	twelfth
cardinal	February	May	October	six	twelve
day	fifth	Monday	opportunity	sixth	Wednesday
December	fourth	month	ordinal	ten	week
dollar	Friday	nine	price	tenth	year
eight	include				

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Lesson 16 – Other Verbs

Exercise 16

Directions: Write the correct form of the verb to complete the sentence.

1. live Mr. Dalton in New York City. He ______ the city very much. 2. like He often ______ to the theater and the museum. 3. qo He also baseball games. 4. like 5. live Ms. Robinson ______ in Los Angeles. She ______ the ocean and the beaches. 6. like 7. qo She often ______ to New York. And she usually _____ Mr. Dalton. 8. visit She baseball, too. 9. like So they often ______ to the baseball games together. 10. go

Vocabulary

l	ballpoint	contain	live	museum	rollerball	theater
l	baseball	couple	Mr.	other	summer	together
l	beach	game	Ms.	present	tense	too
	begin	help	much			

Lesson 17 – Other Verbs, New Verbs, and Irregular Verbs

Exercise 17

Directions: Complete the sentences using the verbs and pronouns.

1.	live, Mr. Dalte	on		 in New York City.	
2.	visit, l			 Professor Chung.	
				 New York City.	
3.	go, we			 to Shanghai each ye	ear.
4.	like, they			 the theaters and m	useums.
5.	live, he			 in Moscow.	
6.	visit, she			 me on New Year's.	
7.	live, we			 in Paris.	
8.	go, they		·	 to London for the t	heater.
Voca	bulary				
airpl	ane	creative	dea	imagination	irregular
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Lesson 18 – New Verbs and Spelling Hints

Exercise 18

Directions: Complete each sentence by writing the correct form of the verb.

The teacher to the student. 1. listen Willy ______ the English language. 2. study He _____ English every day. 3. read Professor Simona ______ the student's questions. 4. answer 5. teach He usually _____ basic English. He often ______ on the blackboard. 6. write 7. draw The students sometimes ______ on the blackboard. The teacher and the students in the classroom. 8. speak Most students their homework. 9. do 10. have Helen ______ two pencils and a pen. She often ______ her pen in class. 11. use The students _____ English every day. 12. practice

Vocabulary

baker	chalkboard	her	most	spelling
batter	cheek	hint	night	television
blackboard	consonant	homework	promised	their
board	course	kiss	quiz	useful
bride	dish	letter	slowly	wash
case	draw	marry	sometimes	without
chalk	groom	mix		

Lesson 19 – Comparing the Verb "Be" with Other Verbs

Exercise 19

Directions: Use the "be" verb and other verbs to complete the sentences. Use the proper form of each verb.

1.	be	Professor Simona	in the classroom now.
2.	speak	Helen and Willy	English well.
3.	listen	They	_ to the lessons very carefully.
4.	do	Professor Chung	the lessons on the blackboard.
5.	study	lvan often	at the library.
6.	practice	The students	the English lessons at night.
7.	watch	Masayo	TV every morning.
8.	kiss	Mrs. Hill	her children every night.
9.	teach	The teacher	English grammar.
10.	draw	The children	pictures in their rooms.
11.	like	Ms. Robinson	New York City and baseball games.

Vocabulary

difficult	evening	immigrant	library	morning	problem
driver	grammar				

Lesson 20 – Prepositions

Exercise 20

Directions: Write the answers to the questions.

1.	Where am I?	(behind the desk)	
2.	Where are the books?	(on the desk)	
3.	Where's the pen?	(on the desk)	
4.	Where's the pencil?	(on the desk)	
5.	Where's the book?	(upon the desk)	
6.	Where's the pencil?	(beside the books)	
7.	Where's the teacher?	(in front of the bookcase)	

Vocabulary

above	between	close	hard	over	stand
action	bookcase	desk	missed	position	under
behind	by	diary	move	regard	upon
beneath	circle	front	on	same	within
beside					

Lesson 21 – More Question Words

Exercise 21

Directions: Write the answers to the questions.

1.	Hello, how are you?	(fine)
2.	How is she?	(all right)
3.	How long is the desk?	(three feet)
4.	How long is the lesson?	(two hours)

- 5. How long is the book? (200 pages)
- 6. How tall is the boy? (almost five feet)

Vocabulary



Lesson 22 – Question Words with Time Expressions

Exercise 22

Directions: Write the answers to the questions. Use the given question words.

1.	She's from Japan.	(where)	
2.	My favorite actress is Sandra Dove.	(who)	
3.	The teacher's from Spain.	(where)	
4.	His favorite movie is The Prince.	(what)	
5.	l'm six feet tall.	(how tall)	
6.	Her birthday's in July.	(when)	
7.	The professor's from Italy.	(where)	
8.	The fire truck is red.	(what color)	
9.	My address is 125 Elm Street.	(what)	
10.	My phone number is 777-8825.	(what)	

Vocabulary

actress	bread	meeting	period	regarding
ask	cinema	men	person	reunion
amount	condition	movie	phone	slow
appointment	definition	particular	reason	vacation
birthday	holiday			

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Lesson 23 – The Use of "Have" and "Has"

Exercise 23

Directions: Complete the sentences using the proper form of the verb "have."

- 1. Salim ______ an Arabic dictionary.
- 2. Maya ______ three notebooks for school.
- 3. We ______ seven students in our English class.
- 4. Masayo and Maria _____ long hair.
- 5. Carlos ______ a blue suit and a white shirt.
- 6. Professor Chung ______ a doctorate in philosophy.
- 7. Mrs. Ortiz ______ a career in business.
- 8. You ______ three minutes to learn this lesson.
- 9. They ______ very clever friends.
- 10. I _______ a dictionary and a thesaurus.

Vocabulary

career chapter	hair hundred	notebook philosophy	quick rapid	situation suit
clever	minute	pocket	shirt	thesaurus
doctorate	money	proper		

Lesson 24 – More Present Tense Verbs

Exercise 24

Directions: This exercise is a dictation. You must write the sentences. Follow the instructions in the program.



Vocabulary

assign	eraser	pronounce	refer	test
dictation	order	pronunciation	remind	while

Lesson 25 – Frequency Words or Frequency Adverbs

Exercise 25

Directions: Write three sentences using three different frequency adverbs and pronouns.

- 1. David always studies in the morning.
- 2. Professor Hill usually speaks slowly in class.
- 3. Students never sleep in the classroom.
- 4. Helen always writes her homework at night.
- 5. I always do my homework.

Vocabulary

adverb always approximate beginning

bring construct create decent different during explain frequency modify never percentage precede rarely seldom sleep train



Lesson 26 – Frequency Adverbs with the Verb "Be"

Exercise 26

Directions: Write sentences with the correct "be" verb, frequency adverb, and possessive adjective.

1.	I	usually	house	
2.	She	never	car	
3.	They	often	classroom	
4.	You	always	room	
5.	We	often	hotel	
6.	She	seldom	automobile	
7.	lt	never	place	
8.	He	always	room	

Vocabulary

any	ever	hospital	its	possession
cafeteria	frequently	hotel	late	possessive
clinic descriptive	further his	house	office	variation

Lesson 27 – Negative Statements with Other Verbs

Exercise 27

Directions: Change the sentences to negative. Use contractions.

- 1. Robert fries eggs every day.
- 2. They boil eggs in a pot.
- 3. She makes stew every Saturday.
- 4. The cook uses potatoes in his stews.
- 5. Maria makes coffee every morning.
- 6. We eat spaghetti with tomato sauce.
- 7. The baker bakes bread in an oven.

Vocabulary

bake	comparison	general	oven	potato	stew
boil	cook	milk	pan	sauce	tomato
carrot	emphasis	normally	реа	spaghetti	truthful
cereal	fry	omelette	pot	stay	water
coffee					

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Lesson 28 – "Yes" and "No" Questions and Answers

Exercise 28

Directions: Use the given expression to write a question and a short answer.

1. speak Italian, they (yes)

speak Italian, he (yes)

2. bake bread at home, he (no)

bake bread at home, he (yes)

- 3. pronounce words carefully, she (yes)
- 4. give examinations at the clinic, they (yes)
- 5. correct English exercises, she (no)
- 6. play the violin regularly, we (no)
- 7. study the piano, she (yes)
- 8. boil eggs for breakfast each morning, they (no)
- 9. cook for his girlfriend, they (no)

Vocabulary

borrow breakfast cat clearly

copy dinner dog everything examination fly girlfriend patient piano play

regularly treat whole 22

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Lesson 29 – Comparing "Be" Verb Questions with Other Verb Questions

Exercise 29

Directions: Write "be" verb questions or other verb questions.

Vocabulary

l	binary	coat	frame	jacket	quickly	suggest
l	calcium	false	hear	newspaper	smart	tea
	choice	fast	invert	niacin	still	true

Lesson 30 – The Verb "Be" in the Past Tense

Exercise 30

Directions: Change the Present Tense sentence to a Past Tense sentence. Use a past time expression.

- 1. Maria is at the library. (last night)
- 2. The professor is in the office. (a day ago)
- 3. We are in the classroom. (last week)
- 4. I am in the kitchen. (last year)
- 5. You are in your automobile. (last night)
- 6. They are in the restaurant. (two days ago)
- 7. The doctor is in the clinic. (a month ago)
- 8. Maria and Harold are at the baseball game. (last weekend)

Vocabulary							
ago	kitchen	last	past	weekend			
familiar	laboratory	park	talk	yesterday			

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STEP 2 (discs 4–6)

Lesson 31 – "There Is" and "There Are"

Exercise 31

Directions: Write the short answer for each question. Use the reading passage from this lesson.

Were Mr. and Mrs. Amir in a supermarket yesterday?
 Were they surprised at the large variety of things?
 Was Mr. Amir happy?
 Was Mrs. Amir excited about the airplanes?
 Were there canned fruit and vegetables in the store?
 Were there packages and bottles in the store?
 Was Mr. Amir sad?
 Was almost everything in a package or a jar?

Vocabulary

aspect	drink	fruit	refrigerator	speed	syrup
beef	excite	grocery	rhythm	spice	table
beer	exist	hungry	roast	store	things
bottle	existence	imitate	rule	sugar	thirsty
container	food	jar	selection	supermarket	variety
cookie	freeze	meat	special	surprise	vegetable
cracker	frozen	package			

Lesson 32 – "Wh" Question Words and Other Verbs in the Present Tense

Exercise 32

Directions: Write a question for each statement.

- 1. Frederick works from nine to five.
- 2. Henry studies in the morning.
- 3. The sun rises at six in summer.
- 4. We borrow books at the library.
- 5. Maria eats breakfast at seven o'clock.
- 6. We have class in the classroom.
- 7. I teach at eight o'clock every day.
- 8. I work about eight hours each day.



Voca awal	bulary ke memorize rise sun task
Lesso	on 33 – Nouns
Exer	cise 33
Directi	i ons: Identify the plural noun in each sentence. Underline each plural noun. Read each sentence aloud.
1.	There are usually 12 pencils in a package.
2.	There were many dishes on the desk.
3.	There were two glasses on the desk.
4.	There were also two knives on the desk.
5.	Professor and Mrs. Hill have several children.
6.	The yardstick is three feet.
7.	You use the wool of sheep for clothes.
8.	New York and Los Angeles are two large American cities.
9.	Paris and Madrid are fine places for tourists.
10.	More than 20 tomatoes went into that sauce.
11.	Children must always be careful with matches.
12.	There are many fish in the sea.
Voca	bulary

around	child	field	identify	mouth	tooth
authority	clothes	fish	key	sea	unruly
baby	clothing	foot	many	sheep	wife
box	combination	full	match	teeth	wool
careful	dirty	group	mouse	thief	



Lesson 34 – Count and Non-Count Nouns

Exercise 34

Directions: Complete the sentences by using the nouns on the left.

Write "a" or "an" before singular count nouns, and "some" before non-count nouns.

1.	ink	l need	
2.	child	is in t	he class.
3.	information	We want	·
4.	stew	Maria prefers	
5.	milk	I drink	_ every day.
6.	egg	is in t	he refrigerator.
7.	juice	The children want	
8.	homework	We complete	every day.
9.	music	The students like	while they work.

Vocabulary

advice	cream	lamb	name	pepper	similar
bacon	determiners	magnesium	note	pork	soup
butter	furniture	mail	orange	prefer	steel
cheese	ink	metal	paper	salt	substance
count	juice	music			

Lesson 35 - "Have," "Need," and "Want"

Exercise 35

Directions: Complete each sentence with a verb from the list below. Use an infinitive (to) verb in each case.

Verbs

buy go practice run

- 1. Rebecca wants ______ to San Francisco.
- 2. The pupils need ______ English every day.
- 3. The students also need ______ English every day.
- 4. Harold has ______ to catch the airplane.
- 5. He needs ______ to Los Angeles.

Vocabulary

buy	haircut	necessity	sandwich	suntan
catch	infinitive	powerful	shoe	weak
desire	loan	receive	strong	wine
either	lucky	run		

Lesson 36 – The Special Verb Phrase "Would Like"

Exercise 36

Directions: Write the sentences using "I would like" or "we would like."

1.	a glass of beer	I .		
2.	to go to the movies	We		
3.	to go to dinner	I		
4.	to eat an omelette	We		
5.	to visit Professor Hill	I .		
6.	a new pair of shoes	We		
7.	some tea	I .		
8.	something to drink	We		
9.	to go to a party	I .		
10.	a trip to London	We		
Voca	bulary			
Coca Coke	Cola [®] cocnert	grape pair	polite request	tickets trip
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Lesson 37 – Other Verbs in the Past Tense

Exercise 37

Directions: Using the verbs given, complete the sentences first in the Present Tense, and then in the Past Tense.

Verbs

ask		cook	help	talk	walk	watch	work	
1.	I to Professor Simona every morning.							
	I		to Professo	r Simona yeste	erday morning.			
2.	We		to school ev	ery day.				
	We		to schoo	yesterday.				
3.	I		Professor Chur	ng clean the b	oard every day.			
	I		Professor C	hung clean th	e board yesterd	ay.		
4.	She in the library every evening.							
	She	She in the library last evening.						
5.	We breakfast at seven every day.							
	We		breakfas	st at seven las	t Monday.			
6.	They		Professor H	Hill questions	each day.			
	They		Profess	or Hill questic	ons yesterday.			
7.	You		television e	very evening.				
	You		televisio	n yesterday e	vening.			

Vocabulary

brisket	bus	clean	select	wait	walk
boss	choose	expand			



Lesson 38 – More Verbs in the Past Tense

Exercise 38

Directions: Using the verbs given, complete the sentences first in the Past Tense.

Verbs

arriv cook			play sign	study touch	work
1.	Maria	Englis	h last evening.		
2.	She	the class	s very much last eve	ening.	
3.	Mr. Dalton at the baseball game very late yesterday.				
4.	The student the letter last night.				
5.	The violinist the violin yesterday evening.				
6.	They	very ha	ard yesterday.		
7.	Professor and Mrs. Hill		a large o	linner for the studen	ts last evening.
8.	The students		_ the examination y	esterday afternoon.	
9.	I	_ the elepha	nt in the zoo yester	day.	

Vocabulary

add	column	enjoy	laugh	shave	taste
afternoon	contract	erase	post	sign	touch
arrive	cough	invite	rain	smile	Z00
camel	elephant				

Lesson 39 – Irregular Verbs in the Past Tense

Exercise 39

Directions: Write the Past Tense sentences using the appropriate time expressions.

- 1. Maria goes to a concert every month. (two days ago)
- 2. She enjoys music. (last evening)
- 3. Maya and Willy work in the house every day. (yesterday morning)

4. I have a cup of tea every evening. (last evening)

5. The students see Mrs. Cruz almost every night. (last night)

6. We eat breakfast early on Sunday. (last Sunday)

7. The students stand in line in the cafeteria. (yesterday)

Vocabulary

bench	
chair	

irregular verb line

opera sit

sure traffic

Web page

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Lesson 40 – Negative Past Tense Verbs – "Did Not"

Exercise 40

Directions: In this exercise, write affirmative and negative answers to the questions as indicated. First, write the short answer; second, write the complete answer.

- 1. Did Maria cook the pasta yesterday? (affirmative)
- 2. Did we go to the theater last night? (affirmative)

Did we go to the theater last night? (negative)

- 3. Did Robert and Maria go to San Francisco last month? (negative)
- 4. Did the professor write the lesson? (affirmative)
- 5. Did I come to class yesterday? (affirmative)
- 6. Did Ms. Robinson go to the baseball game? (negative)
- 7. Did Alain talk in the class yesterday? (negative)
- 8. Did he see Maya yesterday afternoon? (negative)

Vocabulary				
alas auxiliary	football grade	luck lunch	pasta radio	truth
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	VIDEO AI	DED 🕑 INST		

Lesson 41 – "Wh" Question Words with the Past Tense

Exercise 41

Directions: Write an appropriate Past Tense "wh" word question for each sentence. Use: "where," "when," "what time," "why."

- 1. Yukiko needed some cash. (why)
- 2. She needed to make a deposit. (why)
- 3. Yukiko went to the bank last Tuesday. (where)

Yukiko went to the bank last Tuesday. (when)

- 4. She went on her lunch break. (what time) She went on her lunch break. (when)
- 5. She went to the bank about 12:15. (what time)

Vocabulary

account	card	enough	fax	keep	slot
ATM	cash	enter	filled out	leave	teller
automatic	deposit	excuse	forgot	machine	transaction
bank	drive	experience	gasoline	midnight	type
branch	drop	explanation	head	out	withdraw
break	endorse	facsimile	handbag	slip	withdrawal

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Lesson 42 – The Imperative: Commands, Requests, and Instructions

Exercise 42

Directions: Write complete commands, requests, or instructions using the verbs given.

Use the information from the banking passage in Lesson 41 to write your sentences.

1.	go
	make
3.	get
4.	go
	fill out
6.	endorse
7.	put
	put
9.	enter
10.	put

Vocabulary

command	laptop	penny	smoke	window
imperative	oral	print	total	wish
inclusive				

Lesson 43 – The Words "Some" and "Any"

Exercise 43

Directions: Complete each sentences. Use: "someone," "somebody," "something," "somewhere."

1. _____ left the door open.

- 2. The Hills want to go ______.
- _____ is missing from this list. 3.
- 4. He wanted ______ to be the director.
- 5. Yukiko went ______ to get cash.
- 6. They drove ______ over the weekend.
- 7. Maria loves ______, but she won't tell us.
- 8. The manager told to do the job.
- 9. Yussuf walked ______ after dinner.
- 10. Raul put ______ in the envelope.

Vocabulary

anyone in general	matter message missing plant	softwa someb someo sometl
-------------------	---------------------------------------	------------------------------------

oftware omebody omeone omething somewhere teenage tell unknown

Lesson 44 – Object Pronouns

Exercise 44

Directions: Complete the sentences using the appropriate object pronouns. Use the information from the passage in this lesson.

- 1. The next time Yukiko went to the bank, she didn't use ______.
- 2. She wanted to purchase ______.
- 3. She had to wait in ______ until the teller was free.
- 4. There were eight tellers serving the customers in _____
- 5. Yukiko walked to teller window number three. She purchased _____
- 6. She signed ______ in front of the teller.
- 7. Then the teller put ______ into _____.
- 8. She gave ______ to Yukiko.

Vocabulary

brief certain checkbook customer

object pronouns precise purchase receipt serve traveler's checks



Lesson 45 – Possessive Nouns

Exercise 45

Directions: Write sentences using the names of your relatives with possessive nouns.



Vocabulary

air	broken	digital	lost	partly	sparkling
amazing	brother	famous	mechanical	personal	stale
apostrophe	building	fragrance	member	printer	take up
audible	camera	grandfather	modern	relative	tongue
aunt	capable	grandmother	mother	ring	wake
belong	cloudy	hardly	nature	rough	weather
bicycle	collective	inanimate	pager		

Lesson 46 – Possessive Adjectives and Possessive Pronouns

Exercise 46

Directions: Complete the sentences using the appropriate possessive adjective or possessive pronoun.

- 1. Robert has a book. _____ book is *War and Peace*.
- 2. Raul and Marta own jackets. Marta's jacket is blue. ______ is brown.
- 3. Marta is married. ______ husband is an engineer.
- 4. Yukiko has a bank account. ______ account is large.
- 5. Hideo also has an account, but ______ is quite small.
- 6. Mrs. Hill's children are grown up. ______ children are adults.
- 7. Professor and Mrs. Hill have three children. They want ______ children to succeed.
- 8. The cat (unknown gender) often sleeps on the chair. _____ chair is soft.
- The professor (male) enjoys the students.
 The students pay attention to ______ lectures.
- 10. The professor (male) prepares ______ lectures carefully.

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Vocabulary

adult apartment	condominium convertible	grow grown up	inhabit intelligent	occupy overhead	spend succeed
bed	corner	high	lecture	own	tire
bedroom	engineer	highlight	light	reply	turn on
believe	flat	huband	lock	sofa	unlock
brown	final	idiom	married	soft	wheel

Lesson 47 – The Present Continuous Tense

Exercise 47

Directions: Write Present Continuous Tense sentences using the given words.

- 1. the adult ... the piano ... play
- 2. Yukiko...some cash...deposit
- 3. the women ... on the peninsula ... live
- 4. Raul...a long passage ... read
- 5. Rebecca... for her children... provide

6. Mina and Farah ... all of their savings ... withdraw

- 7. Eva...a bank account...open
- 8. Hideo and Yukiko...their yen ... exchange

Vocabulary

activity bill call

limit peculiar present continuous tense

present progressive tense reverse yen

savings

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Lesson 48 – More Present Continuous Tense

Exercise 48

Directions: Using the given verbs, complete the sentences first in the Present Continuous Tense.

Verbs

becc char		drop fall	get grow	improve increase	rise		
	 The number of people in the world is Nowadays, foreign language instruction 						
2.	Nowadays, for	eign language instru	uction	·			
3.	3. Everything Nothing stays the same.						
4.	4. The world economy worse every day.						
5.	5. Nowadays, medical knowledge rapidly.						
6.	Children of too	day	smarter.				
	Children of too	day	smarter.				
7.	The number of	f jobs these days					
8.	Supermarket p	orices	very fast.				
	Supermarket prices very fast.						
	b l						

act	completion	fall	involve	nowadays	semester
approximately	dialogue	foreign	knowledge	occur	stamp
build	economy	happen	master	physician	thesis
associate	express	improve	medical	process	world
coin	event	increase	monitor	season	worse
collect					

Lesson 49 – "Wh" Question Words with the Present Continuous Tense

Exercise 49

Directions: Write questions for each statement. Use: "who," "what," "where."

1.	Yukiko is buying traveler's checks.			
2.	Yukiko is making a deposit at First	National Bank.		
3.	Maria is using the internet.			
4.	The Hills are moving into a new ho	use.		
5.	Willy and Maya are buying a sofa.			
6.	They are moving their desks.			
7.	The cat is sleeping on their bed.			
Voca	bulary			
corre	espond could	Internet	of course	relate



Lesson 50 – Comparing the Present and Present Continuous Tenses

Exercise 50

Directions: Write the main verb and the verb tense for each sentence. For the verb tense, use: *Present*, *Present Continuous*, or *Past*.

		MAIN VERB:	VERB TENSE:
1.	Gerard is a bus driver in the city.		
2.	He isn't driving a bus today, however.		
3.	Today is his day off.		
4.	He usually takes Wednesdays off.		
5.	But this month he is taking Saturdays off.		
6.	He is also taking tomorrow off.		
7.	So what is Gerard doing now?		
8.	He's sleeping in.		
9.	Although his alarm clock went off an hour ago		
10.	Gerard is still asleep.		
11.	What's Gerard doing on his day off?		
12.	He's sleeping in.		

alarm	glasses	phrase	thus	unique
bell	go off	phrasal verb	tie	went off
bomb	might	sleep in	tomorrow	
detail	part	take off	two-word verb	

Lesson 51 – Review of the Present and Present Continuous Tenses

Exercise 51

Directions: Complete the sentences in the Present or Present Continuous Tense, changing the verb to a *negative* form.

- 1. They ______ (deposit) money in their account every day.
- 2. Hideo and Yukiko ______ (reconcile) their checkbooks now.
- 3. The bankers ______ usually ______ (treat) their customers badly.
- 4. He ______ (exchange) his dollars on Wednesday.
- 5. Maria ______ (withdraw) money from her account every month.
- 6. She ______ (audit) her bank statement right this minute.
- 7. Hideo and Yukiko ______ usually ______ (treat) their clients badly.
- 8. Most customers ______ (build) on their savings accounts.
- 9. They _____ (use) their savings right now.
- 10. The bankers ______ (audit) their daily activity now.

Vocabulary

audit	clients	kind	officer	reconcile
badly	daily	locale	pay attention	reputation
bank statement	environment			

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Lesson 52 – The Past Continuous Tense

Exercise 52

Directions: Write Past Continuous Tense sentences, using the given time and activity done by Maria yesterday.

- 1. at seven o'clock, had breakfast
- 2. at noon, ate lunch
- 3. at three, took a nap
- 4. at ten o'clock in the morning, read a newspaper
- 5. at midnight, slept soundly
- 6. at eight in the evening, had dinner
- 7. at four, washed some clothes
- 8. at 6 o'clock, watched television

Vocabulary

airline	evacuate	midday	police	slept
airport	flight	mention	scare	soundly
bag	imaginary	nap	seats	suddenly
bar	make-believe	noon	security	unreal
doze				

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Lesson 53 – More Past Continuous Tense

Exercise 53

Directions: Write the correct form of the given verb using the Past Continuous Tense. Pay attention to spelling.

- 1. Hideo _____ (reconcile) his account.
- 2. The bankers ______ (treat) their clients very kindly.
- 3. Maria ______ (exchange) her money at the teller's window.
- 4. The travelers ______ (wait) to check their bags.
- 5. Raul _______ (have) a drink at the bar when the flight arrived.
- 6. Our friends ______ (eat) pizza in the cafeteria when the flight departed.
- 7. They ______ (practice) their English with the waiter.
- 8. Both passengers ______ (run) to the gate when the flight left.
- 9. Masayo ______ (use) the ATM when the security police arrived.
- 10. The visitors ______ (arrive) from Cairo when the airport closed.

Vocabulary

accident	cancel	kindly	passenger	took off
announce	clause	magazine	perspective	visitor
background	depart	main clause	pizza	waiter
Cairo	fair	miss		

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Lesson 54 – The Past Continuous Tense with the Simple Past Tense

Exercise 54

Directions: Write the correct form of the given verb, using the Past Continuous Tense or Simple Past Tense. If you can use the verb in the Past Continuous Tense, do so.

- 1. They _____ (taste) the spaghetti.
- 2. The bankers ______ (treat) their clients quite nicely.
- 3. Hideo ______ (exchange) his yen when the police arrived.
- 4. Maria ______ (hear) the alarm go off.
- 5. Maria and Yukiko ______ (hate) the bomb scare at the airport.
- 6. Two children ______ (wait) to board their airplane.
- 7. The police ______ (evacuate) the airport.
- 8. They _____ (want) to protect the passengers.
- 9. The airport personnel ______ (clean) the waiting area.
- 10. They ______ (need) to finish their work before morning.

Vocabulary

abnormal subordinate clause emphasize normal sense attribute hate personnel separate think sequence thought care heard protect understand initial smell category punctuation subordinate discriminate medial restrict worry emotion middle restriction

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Lesson 55 – More Uses of the Verb "Have"

Exercise 55

Directions: Using the best of the "have" expressions provided, complete the sentences in the correct tense.

- have a good flight · have a party · have a look · have a ball · have a talk
 We ______ last night. All of the guests enjoyed themselves.
 We ______ last night. All of the guests enjoyed themselves.
- have a good meal · have a cigar · have a good flight · have a great lunch
 The children returned from the cafeteria. They said that they ______.
 The children returned from the cafeteria. They said that they ______.
- have a snack · have a cigarette · have a swim · have a cigar
 Maria and Raul ate in the restaurant which did not permit smoking. After dinner, Raul outside.

Maria and Raul ate in the restaurant which did not permit smoking. After dinner, Raul ______ outside.

- have a cup of coffee · have a chat · have a swim · have a good flight
 Hideo likes physical exercise. Every morning he usually _________.
- 5. have a pleasant journey \cdot have a swim \cdot have a good flight \cdot have a drink The passengers went to the bar to _____.
- 6. have a cup of coffee · have a swim · have a snack · have a good flight
 Would you like to go to the café with me to _____?
 Would you like to go to the café with me to _____?
- 7. have a ball \cdot have a look \cdot have a party \cdot have a cigar \cdot have a good meal They heard a loud noise outside the restaurant, so they went outside to _____
- 8. have a pleasant journey · have a party · have a good flight · have a drink
 My daughter flew to Paris yesterday. I hope she ______.
 My daughter flew to Paris yesterday. I hope she ______.
- have a look · have a chat · have a talk · have a swim · have a snack
 Raul and Maria wanted to talk about everything; they went to the garden to

Raul and Maria wanted to talk about everything; they went to the garden to

10. have a look \cdot have a cigar \cdot have a pleasant journey \cdot have a talk I guess Raul wanted to ______ with her.

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Vocabulary

baggage ball Belgrade birth bite	blond chat cigarette daughter detector	flew garden guess journey noise	outside pleasant porter rest	snack swim toy young
--	--	---	---------------------------------------	-------------------------------

Lesson 56 – Adverbs of Intensity or Amount: "Too," "Very," and "Enough"

Exercise 56

Directions: Answer the questions using the words in parentheses with "enough."

1.	Why can't Maya go to the movie? (old)
2.	Why can't Raul go on vacation? (money)
3.	Why can't we sit in the garden? (warm)
4.	Why can't they join the team? (experience)
5.	Why doesn't Professor Chung want the job? (time)
6.	Why didn't we stop studying? (learn)
7.	Why can't we lift the carton? (strong)

although	climb	distance	imagine	odor	sing
blouse	cold	dress	intensity	old	song
body	complicated	entire	join	piquant	spicy
bridge	concentration	heavy	ladder	poor	team
burn	concerto	hot	lift	pour	warm
carton	dangerous	ice	maturity	skirt	wear

Lesson 57 – The Future Tense

Exercise 57

Directions: Write the Future Tense verbs, using the given form.

Form I

use "be" + "going to" + verb

- 1. The visitors ______ (go) to a restaurant tonight.
- 2. Tanya ______ (pick us up) at eight o'clock.
- 3. They ______ (order) an appetizer with their drink.
- 4. We ______ (have) fish for dinner this evening.
- 5. I ______ (meet) my friends at Alfredo's tomorrow.

Form II

use "will" + verb

- 6. Professor Hill and Mrs. Zirnis ______ (order) for everybody.
- 7. Yukiko ______ (invite) Hideo to the party.
- 8. She ______ (order) the entire dinner for both of us.
- 9. They ______ (take) the bus to the restaurant.
- 10. The menu on Friday ______ (be) a special one.

Vocabulary

appetizer	guest	menu	reservation	shall	tonight
cocktail	luncheon	pick	section	taxi	waitress
future	meet	pick up			

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Lesson 58 – Comparing the Present and Future Tenses

Exercise 58

Directions: Write the "wh" question for each statement. The underlined words signal which "wh" question word you should use.

1. Yukiko usually <u>drives</u> to work every day.

2. Hideo is riding with Yukiko to save energy.

3. She is going to drive to Boston <u>on Monday</u>.

4. They will drive <u>to Boston</u> next week.

5. The students are taking driving lessons now.

6. They will practice driving <u>tomorrow</u>.

7. Maya rides to work with Yukiko.

8. They are going to look <u>under the hood</u>.

9. Hideo and Yukiko will drive to Boston for the party.

10. I never take a taxi to work.

Vocabulary

Boston	fact	in fact	ride	side
energy	hers	inversion	rush	suburb
expert	high school	moment	save	trunk
expressway	hood	probably	seat	wrong
extra				



Lesson 59 – Special Uses of "Will"

Exercise 59

Directions: Answer the questions using the given cues.

- 1. What will they do tomorrow? (take a ride / probably)
- 2. When will they leave? (by 10 AM / expect)

3. Where will they stay in Boston? (at the Ritz / certain)

4. What will the students say? (nothing / probably)

- 5. When do you think they'll write the report? (by Tuesday / sure)
- 6. Where will the event take place? (at the airport / expect)
- 7. What will the children do? (want to return / think)

Vocabulary

- cleargladparentrecompanygladlypredictshdecisionintentionprofitskelectionmodal auxiliariespromiseskexpectofferrepaysk
- report shut ski skiing superior

take place tennis vary volition This study guide should be used along with a program published by Video Aided Instruction, Inc.

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Lesson 60 – Using "May," "Might," and "Maybe"

Exercise 60

Directions: Write Future Tense sentences using expressions like "tomorrow," "next week," "next month," "this afternoon," "tonight," "next year," etc. Use: "may," "might," and "maybe."

1.	dine at Alfredo's
2.	take a driving examination
3.	open a savings account
4.	deliver the mail
5.	exchange some money
6.	order a drink at the bar
7.	have an appetizer with our cocktails
8.	go to the "no smoking" section
9.	get married
10.	do Exercise 25

Vocabulary

carrier	dine	mail carrier	raincoat	snow
carry	distinguish	maybe	slight	soccer
deliver	indoors	picnic		

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STEP 3 (discs 7–9)

Lessons 61-83

Directions: Designed to help you begin using English everyday in the workplace, the remaining lessons in **Learning English Steps 1-2-3** (which together constitute **step 3**) emphasize listening and speaking in business situations. They don't require written responses. For your reference, we have included lists of the new vocabulary words and idioms introduced in each lesson.

Lesson 61 – Introductions – Self

Vocabulary

accept	formal	informal	news	salesperson
acquaintance	concerning	interactive	owner	serious
advance	courtesy	interview	pleased as punch	sorry
apply	coworker	introduction	plenty	sport
arrived	delay	marketing	producer	supervisor
challenging	duplicate	mastered	purpose	title
colleague	efficient	meaning	reflect	typical
file	enthusiastic	myself	rep	widely
forget	hope	neutral	(representative)	workplace

Lesson 62 – Introductions – Others

Vocabulary

contact	department	especially	hobby	mental
database	duty	first name	last name	screen

Lesson 63 – Greetings

1	affair	fluent	honest	level	resource
1	engaging	formula	interest	ma'am	successful
ļ	enthusiasm	greeting	lately	million	

Lesson 64 – Business Greeting Strategies

Vocabulary

actual	broke	bought	hip	productive
allow	character	employee	lousy	rotten
attitude	complain	employer	memo	strategy
awful	downsizing	fantastic	(memorandum)	terrible
bad	elevator	found out	mood	update
operator				

Lesson 65 – Developing Business Associations

Vocabulary

association	extend	interchange	relationship	social
develop	indeed	later	sales	ventures

Lesson 66 – Developing Business Association Strategies

Vocabulary

ages	conversation	expectation	joint	role	sound
analyze	cultural	father	nasty	role play	strengthen
appreciate	down	firm	paperwork	sir	survive
concern	ears	illness	publishing	sometime	venture

Lesson 67 – Requests and Responses

Vocabulary

advise	document	hurry	nervous	prospective	trouble
arm	expense	lend	pattern	sick	turn off
assist	favor	mind	print out	steak	would

Lesson 68 – Variations of Requests and Responses

Vocabulary

	away	comfortable	format	photocopier	reserve	ticket
l	block	cyborg	grateful	postage	slightly	wonder
l	briefcase	deadline	halfway	quarter	soda	wristwatch
	cabinet	farther	left	rather	station wagon	

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Lesson 69 – Offers to Assist

Vocabulary

approach	downtown	manage	refuse	till (until)
awfully	due	muffin	refusal	wallet
bother	fetch	owe	retrieve	willing
courier	jammed	proposal	safety pin	you bet
downstairs	less	real	sewing	zipper

Lesson 70 – Seeking Permission

Vocabulary

age	get along	interact	project	schedule	soften
agency	go ahead	permission	repeatedly	seek	spreadsheet
dependable	impossible	permit	rude	sharpen	tournament
edit					

Lesson 71 – Seeking Permission – Advanced

Vocabulary

advantage	allergic	get a kick out of	perform	roommate
agent	early	husband	plan	stuffy
agree	embarrassed	imposition	presentation	travel
airfare	following			

Lesson 72 – Complaints

Vocabulary

l	ad	campaign	forgotten	private	send
l	(advertisement)	complaint	misunderstanding	quicker	service
l	bold	data processing	previous	reschedule	simply
l	booked				

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Lesson 73 – Responding to Complaints

Vocabulary

Lesson 74 – Apologies

Vocabulary

afraid	forgive	never mind	repair	sold out
assume	gently	off the hook	resentment	straightforward
blame	imaginative	organization	scratch	understandable
fault	naturally	related	slip the mind	

Lesson 75 – Delicate Communication

Vocabulary

acquainted	calendar	dying	itinerary	pardon	someplace
annoying	communication	goal	kid	picky	sticky
arise	confirm	handwritten	laser	reaction	suggestion
beg	critical	headache	mess up	semiformal	vexing
bind	delicate	infect	misplace	sensitive	virus
bit	discover	irritating	original	solve	yourself
blow	distribute				

Lesson 76 – Business Telephone Fundamentals

Vocabulary

agenda	convenient	figure	receptionist	set up
arrange	discuss	fundamental	record	soon
confirmation	double check	issue	relevant	urgent

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Lesson 77 – Business Telephone Situations

Vocabulary

acceptance	arrangement	excited	memory	proceed	toward
advantageous	available	excitement	mutually	react	undertake
affect	beneficial	formalization	operation	respect	underway
ahead	development	initiate	potential	staff	urge
approve	encouragement	map			

Lesson 78 – Communication for Supervisors

Vocabulary

accomplished	contribute	distracted	handbook	organize	rally
annoyed	control	effective	inconsistent	orientation	remarkable
antagonize	cooperative	effort	insult	out-of-sorts	rumor
buzz challenge consistent	cordial design	executive extraordinary	insultingly intrude	performance praise	system teamwork

Lesson 79 – Getting to Know Your Colleagues

Vocabulary

analyst	corporation	Europe	intrusive	presumptuous	safe
atmosphere	demonstration	headquarters	leader	purchasing	touchy
buffet	distinguished	higher	living	query	transfer
commercial	division	human	local	recall	vice-president
confess	eastern	indirect	obvious	resources	workgroup
convention	elicit	inquire	older		

Lesson 80 – Teamwork Concerns

brainstorm	divide	initiative	overall	stages	timeline
by way of	egomaniac	lead	pain in the neck	stick	trite
charge	enterprise	manner	pressure	strength	valuable
cost-cutting	exceptional	method	relocation	talent	various
designate	harmonious	ourselves	shy	themselves	weakness
diplomatic	hypothetical	outline	specialty		

Lesson 81 – Personnel Issues

Vocabulary

absence acceptable accomplishment accuracy	behavior burdensome clarification clarify	excessive explore factual incident	intransigence the last straw least leave out of the loop	objective piece recent	remitting tardiness technique

Lesson 82 – Job Interviews

Vocabulary

Lesson 83 – Promotions

ad lib	competence	generic	logic	promotion	secure
adequately	coup	government	the long haul	publicity	sort
alliance	earnings	grant	management	raise	steady
attract	establish	handle	market	rate	visibility
balance	expected	improvement	market share	recognize	wide
compensation	the extra mile	improvise	measurable	salary	