

Ecommerce Manager Job Interview Questions And Answers



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Ecommerce Manager Interview Questions And Answers Guide.

Question - 1:

Explain me what would you do if you had a subordinate doing their job inefficiently?

Ans:

Leadership comes with responsibility so an effective way to approach this question would be " everyone that works with me is an extension of my effectiveness as a manager and as such, I will have a heart-to-heart with the employee in question however, if nothing changes and it starts to affect the company bottom line, well, that's my responsibility as well"

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Question - 2:

Tell us how did you communicate bad news to your staff?

Ans:

The key is to be forthright and honest about the bad news and then to focus on how your team will move forward to succeed. People appreciate honesty and optimism.

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Question - 3:

Explain what type of supervisory training have you completed in the last two years?

Ans:

You could discuss training from a mentor/current supervisor. You could discuss management classes you've taken. You could discuss management books you've read.

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Question - 4:

Basic Ecommerce Manager Job Interview Questions:

Ans:

- * Talk about one of your most effective campaigns. What made them so effective?
- * How do you know when a campaign has failed? What metrics do you use?
- * What does the conversion funnel look like at your company?
- * How many people are on your current marketing team? What are their roles?
- * How would you describe your current brand's tone of voice and visual identity?
- * How do your customers inform your approach to brand-building?
- * How do you get product feedback from your customers?
- * What tools do you use to stay organized?
- * Talk about your experience with editorial calendars.
- * What is the relationship between SEO and content marketing?
- * What are some common SEO mistakes in digital content production?
- * What are the most important and effective social media channels for your brand?
- * What is your experience with marketing automation?
- * What role does paid advertising play in your overall strategy?
- * What is your experience with co-marketing campaigns?
- * What is the importance of thought leadership at your current organization?
- * Describe a time you worked with a team to create a campaign on a tight budget.
- * What is your approach to structuring a marketing budget?
- * What is your approach to editing copy?
- * Describe a time you gave constructive feedback to a colleague.
- * Describe a time your team didn't agree with your direction. How did you handle it?
- * How would you handle negative feedback about your brand?
- * What's interesting about our current marketing? What could we do better?



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Question - 5:

Top Ecommerce Manager Job Interview Questions:

Ans:

- * 1. Talk me through your approach to generating strategies for addressing current and future ecommerce market scenarios and to position a business to capitalise on them.
- * 2. How do you drive results and what are the processes and methodologies you use in your job to successfully deliver your agreed ecommerce KPIs?
- * 3. How big is the e-commerce business you are currently responsible for? (Inquire about revenue and order volume because large revenues can sometimes mask operational inefficiencies.)
- * 4. Talk me through how you put together your ecommerce budgets with their corresponding KPI's?
- * 5. Tell me about a successful ecommerce project and how would you do it even better second time round (lessons learnt)?
- * 6. In your opinion, what are the most important roles in an ecommerce team and any third party agencies engaged to delivery a project?
- * 7. What are the current common risks for ecommerce and how do you mitigate them?
- * 8. How big was the e-commerce business at the previous company upon arrival? Inquire about revenue and order volume because large revenue dollars can mask operational inefficiencies?
- * 9. What are the latest systems you've used to manage and optimise your ecommerce projects?
- * 10. How do you keep up-to-date with the latest ecommerce trends and new technologies?

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Question - 6:

Please explain what is the employee turnover rate in your area?

Ans:

This is a test to see how quickly you change jobs. Stress that you're investing your energy, time and efforts into this company for the long run (if you truly are)

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Question - 7:

Tell us have you ever hired anyone? Why did you choose them as Ecommerce Manager?

Ans:

When you are hiring someone, typically you look for strong characteristics like integrity, work ethic, diligence, potential and so forth. Most importantly highlight how you felt the hiring would impact the company for the better.

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Question - 8:

Tell us how would your co-workers describe you as Ecommerce Manager?

Ans:

Questions such as this one are asked with the aim of getting you to discuss some of your qualities, perhaps hidden that you wouldn't have mentioned if you weren't asked.

"Well, my colleagues will tell you they can count on me. They will tell you that I am a team player and someone they enjoy working with."

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Question - 9:

Tell us what is B2C (Business-to-Consumer)?

Ans:

This is usually when average businesses transact with the customer. This is done through the shopping cart softwares and the amount involved in the transactions is usually low.

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Question - 10:

Explain me major benefits of E-commerce?

Ans:

The major benefits of Ecommerce are:

- * 1. Secure - More secure than a cheque.
- * 2. Fast - The transactions take not more than a few seconds
- * 3. Always on - The purchases can be made 24/7
- * 4. Convenient - Ease of purchasing
- * 5. Reduced cost price - Reduction of Marketing and Advertising Costs

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Question - 11:

Tell me what is B2B (Business-to-Business)?

Ans:

In B2B, companies transact with each other. This includes the companies selling their product to wholesalers, distributors, etc.

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**Question - 12:**

Tell us will the e-commerce leader command a dedicated team?

Ans:

Establishing who is officially on the e-commerce team (with a solid line to the general manager) versus who will be part of a shared-services team supporting e-commerce will impact the type of talent companies recruit. If the expectation is that the e-commerce leader will own responsibility for the P&L-but will need to rely on other key functional business heads or other shared resources to do so-it may adversely impact a candidate's perceived ability to meet the established goals. One of the most important issues to address early on is the risk related to IT resources and accountability. Everyone involved must understand the structure and reporting model of the IT function before the search for an e-commerce leader begins. Particularly in situations where the IT unit reports into multiple heads and the e-commerce leader will not have direct or dedicated IT support, some candidates may be concerned that IT will be unable to completely focus on and execute the e-commerce strategy.

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Question - 13:

Tell us what is your viewpoint of management as Ecommerce Manager?

Ans:

The aim of this question is to ascertain the kind of leader you are. If you ever get to hold a management position in their firm, how would you handle issues of workload delegation or teach your subordinates?

I am of the opinion that a team should have specific individuals who are experts or most qualified to handle certain tasks, so as a leader, I would distribute the workload as evenly as possible to ensure that the best hands for different tasks are put where they are most effective. This will be done by ensuring that every member of the team has the skill and resource needed to complete his/her tasks.

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Question - 14:

Tell us how do you measure your success as a manager as Ecommerce Manager?

Ans:

Whatever you say, your response must be measurable targets. Your interviewers are trying to size up what you truly bring to the table and it is better for you to offer quantifiable answers. A good response would be "Management basically has the responsibility to set goals and ensure that these goals are met. Building a strong team capable of withstanding any pressure, working with relevant data and ensuring that all deadlines are met. The company will always continue to grow under my supervision."

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Question - 15:

Tell us can you work quickly to meet deadlines? Or do you take your time to perfect the work?

Ans:

Obviously every company wants a perfected project and a deadline met. In the marketing world, this is challenging. Sometimes new promotions and ideas come at the last minute and you have to be flexible to meet the deadline and produce great content. In my experience, I have found that planning eliminates some of the stress involved with meeting deadlines. The better I plan what needs to be marketed and how, the easier it is to produce polished, strategic work on time.

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Question - 16:

Tell us what programs have you put in place to build morale?

Ans:

Do you send out weekly inspirational emails? Do you talk with your teammates weekly to rally them around a cause? Do you have team events? Do you take your coworkers out to a dinner?

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Question - 17:

Tell us what is C2B (Consumer-to-Business)?

Ans:

In this, a consumer places the product on the net. The companies willing to buy this product bid for it. The consumer can then decide, depending upon the bid, which company to sell it to.

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Question - 18:

As you know in this role, you will be required to manage people and work with other departments. Give us an example of your people skills?

Ans:

I love working with people, and all of my previous jobs have included interacting with others. In my previous role, I had to work with the Vice President of Sales to create a marketing campaign that would help increase sales by 10 percent. Part of this task involved presenting ideas to the sales team. Once they chose a campaign, I had to work daily with the sales team to make sure it ran smoothly. My people skills enabled me to coordinate with my team and the sales team. The campaign was successful and the sales team was able to meet their goal.

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Question - 19:

Tell me where will the e-commerce team work-headquarters or dot-com talent centers?

Ans:



For many CEOs, the answer to this question may seem obvious. Most organizations believe it is imperative that the e-commerce organization reside at headquarters in order to build rapport and partnerships with cross-functional colleagues. This will help support an integrated business culture that will legitimize e-commerce within the rest of the organization and ensure that it stays close to the center of the business.

However, some retailers, including one well-known big-box brand, have built e-commerce teams in locations away from the company headquarters, reasoning that it would be easier to attract top talent to an alternate city. For example, the San Francisco area, because of its wealth of relevant talent, has become a popular spot for locating these separate e-commerce units. One catalyst for locating the team away from headquarters might be when a medium-sized e-commerce organization is growing to the next level, and will require more sophisticated e-commerce expertise and leadership-leadership that may not be easily attracted to the headquarter's location. Some retailers have concluded that for an e-commerce organization to thrive, it needs to sit elsewhere to get out of the shadow of the stores-truly making it a separate division-and that, again, means locating it near e-commerce talent centers.

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Question - 20:

Tell me where do you see yourself in 5 years? Or what are your career goals?

Ans:

It is crucial that you discuss your objectives and how you intend to achieve them.

For instance: I would like to be the best in my department or I'd love to be the person my colleagues can rely on. I also feel I would be skilled and experienced enough to handle whatever responsibilities might come my way.

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Question - 21:

Tell me what do you do when you're having trouble with an employee?

Ans:

You need to discuss the issue openly with the employee to come to a resolution.

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Question - 22:

Tell us think of a good decision you made and a recent decision that wasn't good. What did you do differently in making these decisions?

Ans:

Your answers should focus on how well you can review relevant facts, consider various options and select the most appropriate option. Discuss how you factor in variables such as constraints and resources.

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Question - 23:

Do you know what are the most common pitfalls when recruiting e-commerce leaders?

Ans:

The new hire isn't a good cultural fit. One of the most important competencies in an e-commerce leader is the ability to be a change agent but also mesh culturally within the organization. What will make a successful e-commerce leader is the ability to deftly navigate the existing culture while simultaneously executing the e-commerce strategy.

Under- or over-hiring. If an organization is going to go through the considerable effort of conducting a comprehensive search, it stands to reason that retaining the successful hire would be extremely desirable. This is why right-sizing the candidate for the opportunity is critically important. As laid out in No. 2, it's important for organizations to thoroughly evaluate their needs so that they pick the right candidate.

No two e-commerce businesses are the same-success at one dot-com doesn't necessarily translate to another. Generally speaking, evidence of past success does predict future success, but it's important to know more than the broad strokes of a candidate's experience. In order to make sure a candidate's past will translate well to a new business, context is essential. For example, how big was the e-commerce business at the previous company upon arrival? Inquire about revenue and order volume because large revenue dollars can mask operational inefficiencies. This will help determine if the candidate has the required experience for a complex logistical environment.

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Question - 24:

Tell us does the business' compensation model support or undermine its goals?

Ans:

In an ideal world, a compensation model should be developed before an e-commerce search begins. From a basic planning standpoint, that is obvious. However, there is another, more critical reason. Compensation models that focus almost exclusively on increasing online sales can cause internal strife at the company. Since an online sale may come at the expense of a store sale, retail-side leaders may feel threatened by e-commerce initiatives in a battle over the customer. According to the 2009 State of Retailing Online report from Shop.org, companies have adjusted their management and incentive structures to better align the online division with the rest of the company and vice versa.

One important area to address will be assigning credit for in-store revenue generated online. Successful compensation models also may emphasize shared credit for revenue performance and multi-channel sales, as well as companywide strategies around buyer loyalty and customer satisfaction. Not only will a successful compensation model avoid debilitating, money-losing rivalries, but it will incentivize cooperation across business lines. When recruiting e-commerce talent, the candidate will inquire about how his or her bonus will be measured.

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Question - 25:

Do you know what is electronic payment procedure?

Ans:

* 1. The merchant submits a credit card transaction to the Payment Gateway on behalf of a customer via secure connection from a Web site, at retail, from a MOTO center or a wireless device.

* 2. Payment Gateway receives the secure transaction information and passes it via a secure connection to the Merchant Bank's Processor.

* 3. The Merchant Bank's Processor submits the transaction to the Credit Card Interchange (a network of financial entities that communicate to manage the



processing, clearing, and settlement of credit card transactions).

* 4. The Credit Card Interchange routes the transaction to the customer's Credit Card Issuer.

* 5. The Credit Card Issuer approves or declines the transaction based on the customer's available funds and passes the transaction results, and if approved, the appropriate funds, back through the Credit Card Interchange.

* 6. The Credit Card Interchange relays the transaction results to the Merchant Bank's Processor.

* 7. The Merchant Bank's Processor relays the transaction results to Payment Gateway.

* 8. Payment Gateway stores the transaction results and sends them to the customer and/or the merchant. This communication process averages three seconds or less.

* 9. The Credit Card Interchange passes the appropriate funds for the transaction to the Merchant's Bank, which then deposits funds into the merchant's bank account. The funds are typically deposited into your primary bank account within two to four business days.

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Question - 26:

Tell me in your role as Marketing and Promotions Manager, how will you handle a problem with an employee?

Ans:

As a manager, I hope to create an atmosphere of open communication. I want people to feel comfortable sharing their problems and hope that everyone can work together towards a common goal. If I have a problem with an employee, I plan on taking him or her aside for a one-on-one talk. I believe in being firm when necessary, but also try to offer support so I can create good relationships.

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Question - 27:

How do you plan your day?

Ans:

Do you prioritize your activities in the office or are you reactive to emails coming in? Discuss how you would spend the morning and afternoon on your top 3 priorities and how you would execute on them.

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Question - 28:

Please tell us when delegating a recent duty, please describe how you showed your confidence in the person's ability to do the job?

Ans:

Discuss your method of assigning responsibility to the best candidates. How you communicate with employees to make them understand what is expected of them and how you make sure that the employees have the resources needed to carry out specific tasks. You should also chip in your follow-up procedures.

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Question - 29:

Explain me what are the most essential skills and competencies to look for in candidates?

Ans:

Web experience and a proven track record of scaling an e-commerce business, of course, constitute the foundation of any viable candidate. However, outstanding e-commerce general managers will possess several specific competencies and leadership traits:

They must be strategic in mindset. An ideal e-commerce candidate envisions long-term market potential and business opportunities, generates strategies for addressing future market scenarios, and positions the business to capitalize on them using innovative and analytical thinking. Strategic executives will be adept at employing research and customer data and drawing upon best practices to drive the business. The strategic leader also seeks out opportunities that are game-changing for the business.

They must have operational expertise. Strategic thinking is indispensable, but an e-commerce leader also must have an excellent track record of driving results. The ideal candidate cannot only project the vision and mission of the organization but needs to know how to turn it into viable plans. Personality traits that serve this role well are pragmatism and adaptability, and the candidate will possess the ability to focus and execute in a competitive and fast-paced environment. In addition, successful leaders in this field will make useful and sensible recommendations outside their area of expertise to their colleagues. The ideal candidate is one who accepts responsibility for results and expects the rest of the e-commerce team to follow suit. Successful operational leaders can balance the drive for business urgency with the ability to motivate, attract and retain strong talent that will form the backbone of a successful team.

They must be skilled at influencing colleagues and building relationships. This trait is critical for success in e-commerce, a unit that often requires strong partnerships with merchandising, marketing, technology and retail operations. Without effective and strong coalitions, e-commerce will not thrive. We've found that the most successful people in this realm possess both personal confidence and a willingness to listen to other ideas. They are tenacious but also have high emotional intelligence, traits that allow them to push the business forward while building consensus along the way.

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Question - 30:

Tell us what are the company's e-commerce goals?

Ans:

In order to identify and recruit the right talent, clients should be ready to articulate their key goals around e-commerce and determine how they align with the larger business goals. For example, how big is the e-commerce business expected to get? What are the multi-channel strategies (e.g., order online, return in stores; development of comprehensive CRM strategies to maximize customer loyalty and value)? What is the time frame for getting there? How much of an investment will it take to reach these goals? These strategy points are vital because the candidate who can build a business from scratch typically is very different from one able to triple an existing \$50 million enterprise. An alternative candidate would be required to scale a \$300 million business into a \$1 billion enterprise. Building from scratch versus optimizing an existing business, or building large-scale, competitive capabilities requires very distinct skills and demands different talent.

Identifying these long-term objectives and strategies is one of the most important challenges for a company embarking on a talent search. For example, it's becoming increasingly common for a company to consciously hire someone who is "too big" for its existing business with the knowledge that it is hiring a leader capable of handling its future size.

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Question - 31:

Tell us the various applications of E-commerce?



Ans:

Following are a few products where Ecommerce can be used:

- * Computer products (hardware, software, accessories)
- * Books
- * Music
- * Financial Services
- * Entertainment
- * Home Electronics
- * Apparel
- * Gifts and flowers
- * Travel services
- * Toys
- * Tickets
- * Information

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Question - 32:

Tell us how E-commerce works?

Ans:

1. When a consumer wants to buy a certain product, he goes to the website and selects the product he wants to buy.
2. Once the product is selected, the consumer transaction is moved to the online transaction server where he places an order.
3. The information is exchanged over a secure channel through a private gateway to a processing network.
4. The networked banks accept or reject the transaction.
5. All this happens in just a matter of seconds.
6. eCommerce is a very secure due to the SSL (Secure Socket Layer) technology.

The basic steps involved in becoming Commerce Enabled are:

- * 1. Getting an Internet Merchant Bank Account
- * 2. Web Hosting
- * 3. Obtaining a Digital Certificate
- * 4. Finding a Provider of Online Transactions
- * 5. Creating or Purchasing a Shopping Cart Software

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Question - 33:

Tell us how would you effectively promote our brand using social media?

Ans:

Successful promotion on social media takes effort and strategy. When I worked for my previous company, we participated in several loop giveaways that were unsuccessful. We learned quickly that these giveaways boosted our following initially, but not long term. From these efforts, I learned that social media promotions are more effective when they are well thought out and they make sense. I like the idea of partnering with like brands. The chances of gaining a return from your efforts are higher when you do this.

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Question - 34:

Can you describe your management style?

Ans:

Are you a micro manager? Are you a manager that empowers other people? If you're the latter, how do you do so? Do you set a clear goal for the team?

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Question - 35:

Tell me have you ever fired anyone? What were the circumstances?

Ans:

If you have - explain why you made the decision and you handled it with dignity.

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Question - 36:

Explain me how do you keep staff members motivated as Ecommerce Manager?

Ans:

Questions about delegating tasks and motivating staff are quite common in management job interviews. Your emphases should be on team building when answering this question. You can say something like "I always endeavor to show recognition to members of staff that meet goals and in my experience, I have seen that this keeps them motivated to take on more tasks. Where possible, I make the tasks delegation interdependent so that staff members can learn to work with each other and improve one another to get the best out of themselves."

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Question - 37:

Please tell me about yourself as Ecommerce Manager?

Ans:

This question is one of the most frequently asked questions. Where do you start? What do they really want to know? Are you to begin from elementary school or college? You have to be very careful on how you answer this question because your answer here sets the tone for the rest of the interview. This question is mostly



asked as an icebreaker but if you did not prepare for it, it becomes a real problem.

The right approach to this is to discuss your key strengths and how they relate to the job. Talk about a few of your accomplishments. Talk about your current employer and then tell them how you see yourself fitting into a position at their company.

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Question - 38:

Explain me should the head of e-commerce report directly to the c-suite?

Ans:

There is no one correct answer, but before beginning the search, it is important to consider how reporting lines will impact the qualified candidates' perception of both the role and the organization's commitment to the e-commerce initiative. Two likely expectations of candidates will be that P&L responsibility for e-commerce will come with the job and that the position will report directly to the CEO or president. Without these two conditions in place, it's possible that some high-caliber candidates may opt out of the process.

This isn't about ego on their part; having the e-commerce leader report directly into the same level of command as the head of retail and merchandising sends a clear message that the development of e-commerce is a company priority and that the candidate will be the business owner. This type of reporting ensures that the e-commerce leader will be directly involved in executive conversations and planning sessions that drive the direction of the company. It also indicates that e-commerce is a priority for the CEO and the board and broadcasts a message throughout the organization that the leadership team is embracing the channel. This is not to say this model is right for all organizations, but companies should give serious consideration to organizational structure in order to attract the right level of experienced leader. Another way to reassure candidates about the company's commitment is to establish an on-call board member who can provide reassurance and answer questions about the e-commerce strategy during the final recruitment stages.

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Question - 39:

Explain me what is C2C (Consumer-to-Consumer)?

Ans:

These kind of transactions are usually done at an individual level. Payments can be done with the help of online systems like PayPal.

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Question - 40:

Tell us what is the term "Web Hosting"?

Ans:

Web hosting is a way to gain a presence on the internet. The web hosting company should be capable of providing you with the level of service that you need to maintain your Web Store.

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Question - 41:

As you know marketing often requires you to be creative. Describe a situation where you used your creativity for success?

Ans:

When I worked on the marketing team of an athletic attire company, I suggested we partner with a media and electronics company. This seemed like a stretch to most people because it was not directly related to fitness or athletics. Shoes, health food, and gear were more obvious partners. My idea was to personalize the media to match the attire. A yoga outfit, for example, was coordinated with a calming playlist and portable speakers. The running gear, on the other hand, was paired with more upbeat music and portable headphones. The consumer really grasped this concept and both companies benefited from the promotion.

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