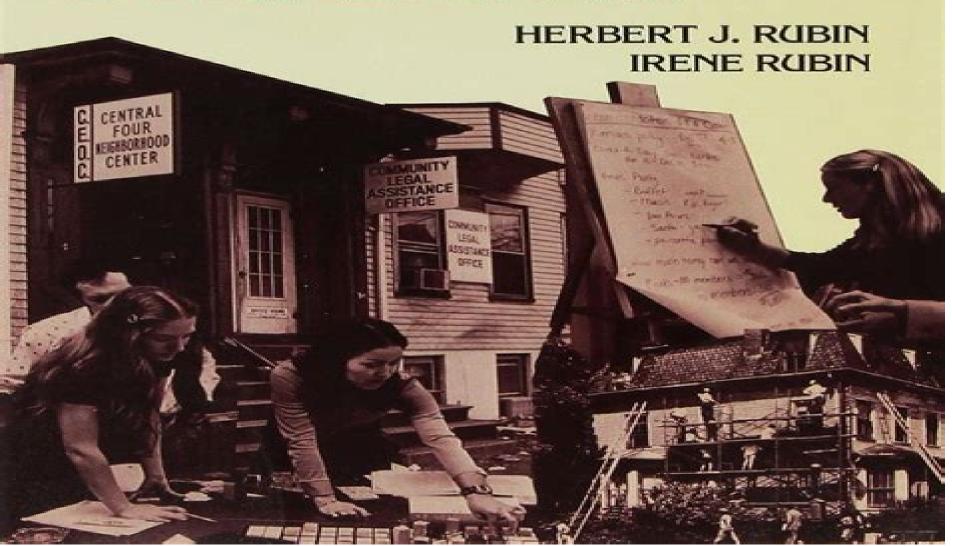
COMMUNITY ORGANIZING & DEVELOPMENT



Community Organizing And Development Rubin

M Lipman

Community Organizing And Development Rubin:

Delve into the emotional tapestry woven by Crafted by in Experience **Community Organizing And Development Rubin**. This ebook, available for download in a PDF format (Download in PDF: *), is more than just words on a page; itis a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

 $\frac{https://www.portal.goodeyes.com/data/book-search/Documents/Gen\%20Biology\%20Final\%20Exam\%20Study\%20Guide\%20Answers.pdf}{}$

Table of Contents Community Organizing And Development Rubin

- 1. Understanding the eBook Community Organizing And Development Rubin
 - The Rise of Digital Reading Community Organizing And Development Rubin
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Community Organizing And Development Rubin
 - 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 Community Organizing And Development Rubin
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Community Organizing And Development Rubin
 - Personalized Recommendations
 - Community Organizing And Development Rubin User Reviews and Ratings
 - Community Organizing And Development Rubin and Bestseller Lists
- 5. Accessing Community Organizing And Development Rubin Free and Paid eBooks
 - Community Organizing And Development Rubin Public Domain eBooks
 - Community Organizing And Development Rubin eBook Subscription Services

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

Community Organizing And Development Rubin Introduction

In this digital age, the convenience of accessing information at our fingertips has become a necessity. Whether its research papers, eBooks, or user manuals, PDF files have become the preferred format for sharing and reading documents. However, the cost associated with purchasing PDF files can sometimes be a barrier for many individuals and organizations. Thankfully, there are numerous websites and platforms that allow users to download free PDF files legally. In this article, we will explore some of the best platforms to download free PDFs. One of the most popular platforms to download free PDF files is Project Gutenberg. This online library offers over 60,000 free eBooks that are in the public domain. From classic literature to historical documents, Project Gutenberg provides a wide range of PDF files that can be downloaded and enjoyed on various devices. The website is user-friendly and allows users to search for specific titles or browse through different categories. Another reliable platform for downloading Community Organizing And Development Rubin free PDF files is Open Library. With its vast collection of over 1 million eBooks, Open Library has something for every reader. The website offers a seamless experience by providing options to borrow or download PDF files. Users simply need to create a free account to access this treasure trove of knowledge. Open Library also allows users to contribute by uploading and sharing their own PDF files, making it a collaborative platform for book enthusiasts. For those interested in academic resources, there are websites dedicated to providing free PDFs of research papers and scientific articles. One such website is Academia.edu, which allows researchers and scholars to share their work with a global audience. Users can download PDF files of research papers, theses, and dissertations covering a wide range of subjects. Academia.edu also provides a platform for discussions and networking within the academic community. When it comes to downloading Community Organizing And Development Rubin free PDF files of magazines, brochures, and catalogs, Issuu is a popular choice. This digital publishing platform hosts a vast collection of publications from around the world. Users can search for specific titles or explore various categories and genres. Issuu offers a seamless reading experience with its user-friendly interface and allows users to download PDF files for offline reading. Apart from dedicated platforms, search engines also play a crucial role in finding free PDF files. Google, for instance, has an advanced search feature that allows users to filter results by file type. By specifying the file type as "PDF," users can find websites that offer free PDF downloads on a specific topic. While downloading Community Organizing And Development Rubin free PDF files is convenient, its important to note that copyright laws must be respected. Always ensure that the PDF files you download are legally available for free. Many authors and publishers voluntarily provide free PDF versions of their work, but its essential to be cautious and verify the authenticity of the source before downloading

Community Organizing And Development Rubin. In conclusion, the internet offers numerous platforms and websites that allow users to download free PDF files legally. Whether its classic literature, research papers, or magazines, there is something for everyone. The platforms mentioned in this article, such as Project Gutenberg, Open Library, Academia.edu, and Issuu, provide access to a vast collection of PDF files. However, users should always be cautious and verify the legality of the source before downloading Community Organizing And Development Rubin any PDF files. With these platforms, the world of PDF downloads is just a click away.

FAQs About Community Organizing And Development Rubin Books

- 1. Where can I buy Community Organizing And Development Rubin books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
- 2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
- 3. How do I choose a Community Organizing And Development Rubin book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
- 4. How do I take care of Community Organizing And Development Rubin books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
- 5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
- 6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
- 7. What are Community Organizing And Development Rubin audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.

- 8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.
- 9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
- 10. Can I read Community Organizing And Development Rubin books for free? Public Domain Books: Many classic books are available for free as theyre in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Community Organizing And Development Rubin:

gen biology final exam study guide answers gehl backhoe attachment manual

general chemistry laboratory manual prelab

 $\underline{\mathsf{gehl}\; 1329\; 1330\; \mathsf{scavenger}\; \mathsf{spreaders}\; \mathsf{parts}\; \mathsf{manual}}$

generac eg 650 manual

general chemistry acs test study guide

gender and the political economy of development from nationalism to globalization

gender in judaism and islam common lives uncommon heritage

geld verdienen blogging sandra lopez ebook

gene expression profiling by microarrays clinical implications

geld verdienen youtube endlich adsense ebook

general chemistry 4th edition mcquarrie download

gender and christianity in medieval europe gender and christianity in medieval europe gehl 1475 round baler manual

gendering welfare states sage modern politics series 1994 12 24 paperback

Community Organizing And Development Rubin:

kaizen understanding the japanese business philosophy investopedia - Feb 09 2023

web jul 9 2022 key takeaways kaizen is a japanese business philosophy that focuses on gradually improving productivity and

making a work environment more efficient kaizen supports change from any employee at

5 kaizen continuous improvement activities for financial services - Jan 28 2022

web jul 27 2021 kaizen activities for accounting firms improvement kaizen can help your accounting firm to reach sustainable competitive success a culture of kaizen is one of the key tools for any company looking to remain competitive as they move into a future where change and disruption are constant

bangladesh cost accounting standards welcome - Feb 26 2022

web kaizen costing is a system of cost reduction via continuous improvement it tries to maintain present cost levels for products currently being manufactured via systematic efforts to achieve the desired cost level the word kaizen is a japanese word meaning continuous improvement it has two dimensions

kaizen meaning process method principles safetyculture - Dec 27 2021

web jul 31 2023 management commitment one of the most common reasons kaizen implementation fails is the lack of support and more importantly action from leaders imai states the top management of the company has the most important role in implementing this kaizen approach and then every manager then it goes down to rank and file what is kaizen methodology lucidchart blog - Jul 02 2022

web kaizen is a japanese word which translates to mean continuous improvement it s a do better every day with everyone and everywhere philosophy the focus is on small frequent improvements to existing work processes generated by all employees at all levels in an organization not just managers and executives

pdf lean kaizen tools for the accounting system and the decision - May 12 2023

web jan 1 2016 pdf on jan 1 2016 anita tangl and others published lean kaizen tools for the accounting system and the decision making process find read and cite all the research you need on researchgate

cost management with budgeting and kaizen costing world - Mar 30 2022

web the use of kaizen in the area of enterprise cost management was also discussed the aim of the article is to show how the decision to use budgeting and kaizen in the area of costs can translate into the company s financial results and its overall functioning keywords budgeting kaizen philosophy kaizen costing cost reduction 1 introduction

what is kaizen in management definition examples process - Jul 14 2023

web carol has taught college finance accounting management and business courses and has a mba in finance kaizen meaning continuous improvement can ensure proper management and effective

the organization of management accounting as a mechanism to - Oct 05 2022

web one of the areas of development of management accounting is the use of the kaizen costing system the essence of the kaisen costing system is to provide the necessary level of product cost and search for ways to reduce costs to a certain target

level which ensures production profitability the use of kaizen philosophy is

5 kaizen continuous improvement activities for financial - Mar 10 2023

web sep $10\ 2021$ jonathan kidd co founder at boombirds helping business leaders digitalize their compliance audit operations to maximize governance and reduce risks published sep $10\ 2021$ follow kaizen is

a cost transformation model the kaizen model - Aug 15 2023

web ensure management is seen to be enacting kaizen in its workspaces make kaizen a strategy provide a budget for kaizen activity measure the effectiveness of kaizens celebrate small improvements align recognition and award frameworks to the business kaizen philosophy empower employees to implement kaizens autonomously

pdf kaizen and kaizen costing researchgate - Apr 11 2023

web sep 1 2014 kaizen costing is the process of strategic management accounting that is a forward approach and outlook in search of competitive a dvantage for fi rms guilding et al 2000 point of strength in

kaizen in management definition principles examples video - Aug 03 2022

web may 2 2022 understand the meaning of kaizen learn the definition and principles of kaizen know about the concept of kaizen in management and business with examples updated 05 02 2022

key success factors and benefits of kaizen implementation - Jan 08 2023

web oct 8 2019 the aim of this study is to identify the key success factors of kaizen implementation as well as the most important benefits of its application in companies in transition and in developing economies identified critical success factors are initiating and evaluating changes and employees ideas management and employee support

kaizen definition accountingtools - Apr 30 2022

web feb 20 2023 kaizen is a continuous improvement process that targets small incremental enhancements to existing processes it usually involves a large proportion of the work force of an organization kaizen is most commonly targeted at production processes but can be applied anywhere within a business

kaizen wikipedia - Sep 04 2022

web kaizen japanese \square improvement is a concept referring to business activities that continuously improve all functions and involve all employees from the ceo to the assembly line workers kaizen also applies to processes such as purchasing and logistics that cross organizational boundaries into the supply chain 1

pdf target and kaizen costing researchgate - Nov 06 2022

web jul 16 2021 this work draws on kaizen costing system and agency theory to explain the relationship between overhead expenses and firm financial performance kaizen is a term of japanese origin sani effect of the kaizen costing approach on reduced costs the - Dec 07 2022

web from the viewpoint of many researchers the kaizen approach is one of the best methods to rationalise strategic cost management de faria et al 2013 and omotayo et al 2018 found a positive effect of the kaizen approach and cost management activity based on the value chain analysis

management accounting practices and the role of management accountant - Jun 01 2022

web accounting techniques include activity based costing target costing kaizen costing balance scorecard and others abdel kader and luther 2006 described that the most management accountants feel that they have to educate their non financial managers in using the accounting information in the nineties the financial data are available

kaizen costing definition examples and how does it work - Jun 13 2023

web kaizen is a combination of kai for change and zen for good kaizen costing can be defined as it is a cost reduction practice also known as continuous improvement costing the companies aim to reduce product manufacturing costs without compromising standards safety and quality of products

water level controller using 8051 microcontroller github - Feb 26 2022

web a water level controller using the 8051 microcontroller project will help in automatically controlling the water motor by sensing the water level in a tank this article explains how to detect and control the water level in an overhead tank or any other container

build a simple water level controller using microcontroller - Dec 27 2021

web a water level controller using microcontroller is a low cost controller that is capable of managing water levels in different systems like water tanks boilers and swimming pools etc water level controller can be used in houses industries factories power plants chemical plants and other liquid storage systems to save power and money pic microcontroller based automated water level control - Nov 06 2022

web jul 27 2019 pic microcontroller based automated water level control system khin than than myint1 may zaw tun2 the objective of this project is to design an automatic water level control system it indicates the level of water in the tank and automatically controls it by using pic microcontroller ic 16f887aand water level

microcontroller based water level indicator and controller - Jun 01 2022

web jun 25 2017 an electric water pump controller and level indicator ewpcli has been designed constructed and tested the ewpcli exploits the electrical conductivity of water to give indication of

water level pump control using pic microcontroller - Mar 10 2023

web hi here is new one for pic microcontroller and mikroc beginner water level indicator water pump control its automatic system which monitor the level of water tank and on off water pump to maintain the water in tank this system is also a domestic as well industrial application project

microcontroller water level controller electrical engineering - Dec 07 2022

web jun 19 2017 water level controller ask question asked 6 years 2 months ago modified 6 years 2 months ago viewed 210 times 4 i want to design water level controller with pic micro controller simple working is two inputs 1 tank high and 2 tank low which pulled up initially and one wire will be connected to lowest point in tank which is dc ground

water level indicator controller using pic microcontroller - Aug 15 2023

web may 11 2012 contents here is a simple versatile project which indicates the level of water and automatically controls it by using pic microcontroller the water level sensing section senses the level of water in the tank and sends it wireless to the receiver section receiver section is connected to the controlling section which process the

pdf pic microcontroller based water level monitoring and controlling - May 12 2023

web jun 30 2018 this paper provided an improvement on existing water level controllers by its use of calibrated circuit to indicate the water level and use of dc instead of ac power thereby eliminating risk of

water level indicator and controller using pic microcontroller - Jul 02 2022

web water level indicator and controller using pic microcontroller by lig o g e or g e 21 7 c o mme n ts here is a simple versatile project which indicates the level of water and automatically controls it by using pic microcontroller the water level sensing section senses the level of water in the tank and sends it wireless to the receiver

pic microcontroller based automated water level control - Oct 05 2022

web the objective of this project is to design an automatic water level control system it indicates the level of water in the tank and automatically controls it by using pic microcontroller ic 16f887aand water level sensor seven segment displays show the current water level in the overhead tank

water level indicator with alarms using pic microcontroller ajer - Jan 08 2023

web these switches indicate water level of both tanks pic microcontrollers also controls the motor which pumps the water in the tank from the reservoir in the auto mode motor is automatically turned on when water level reaches 20 in the tank and it is turned off when water level reaches 100 choose pic microcontroller for

wireless water level indicator and controller using pic microcontroller - Jan 28 2022

web this wireless level indicator and controller can automatically switch on and off the domestic water pump set depending on the tank water level and also display the level of water using lcd as well as using led s and buzzer

 $\textit{microcontroller based automated water level sensing and controlling} \text{ -} \operatorname{Apr} 30\ 2022$

web microcontroller based automated water level sensing and controlling design and implementation issue s m khaled reza shah ahsanuzzaman md tariq s m mohsin reza abstract in this paper we introduce the notion of water level monitoring and management within the context of electrical conductivity of the water

water level indicator and controller using pic microcontroller - Jun 13 2023

web may 30 2017 here is a simple versatile project which indicates the level of water and automatically controls it by using pic microcontroller the water level sensing section senses the level of water in the tank and sends it wireless to the receiver section

using a water level sensor with microcontrollers - Feb 09 2023

web apr 1 2018 a water level sensor is a simple device that is used to measure the level and the volume of water inside a container this tutorial shows you how to use a water level sensor with microcontrollers like an arduino or pic

pdf microcontroller based automatic control for water - Sep 04 2022

web jul 1 2016 this research has successfully provided an improvement on existing water level controllers by its use of calibrated circuit to indicate the water level and use of dc instead of ac

water level indicator and controller using pic microcontroller - Apr 11 2023

web circuit diagram the soul of the controlling section is pic16f877a it process the data given by the receiver section lcd display led indications and motor status are updated according to the data you can download the hex file and mikroc source code at the bottom of this article mikroc code

automated water level control with pic18f45k22 microcontroller - Jul 14 2023

web jun 20 2018 it indicates the level of water in the tank and automatically controls it by using pic microcontroller and water level sensors water sensor water level sensor is an easy to use cost effective high level drop recognition sensor which is obtained by having a series of parallel wires exposed traces measured droplets water volume in

contactless liquid level controller system using pic microcontroller - Aug 03 2022

web pic microcontroller in this contactless liquid level controller system the pic 18f452 microcontroller have been used for the intelligent control of this system it 40 pins integrated circuit ic powered up with 5v dc and interfaced with ultrasonic module lcd display and load transistor

water level indicator and controller using pic microcontroller - Mar 30 2022

web controlling section circuit diagram water level indicator controller using pic microcontroller the soul of the controlling section is pic16f877a it process the data given by the receiver section lcd display led indications and motor status are updated according to the data

murrells inlet miracles boxset books 1 3 barnes noble - Jul 23 2023

web apr 9 2019 come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirational romance they are heartwarming life changing christian fiction murrells inlet miracles series by laurie larsen goodreads - Jun 22 2023

web pawleys island paradise 6 primary works 7 total works sanctuary murrells inlet miracles book 1 restoration murrells inlet miracles book 2 crescendo murrells inlet miracles book 3 capsized murrells

murrells inlet miracles boxset books 1 3 english edition - Jun 10 2022

web compre murrells inlet miracles boxset books 1 3 english edition de larsen laurie na amazon com br confira também os ebooks mais vendidos lançamentos e livros digitais exclusivos

murrells inlet miracles boxset books 1 3 kobo com - Apr 20 2023

web read murrells inlet miracles boxset books 1 3 murrells inlet miracles by laurie larsen available from rakuten kobo come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirati murrells inlet miracles boxset books 1 3 english edition by laurie - Apr 08 2022

web murrells inlet miracles boxset books 1 3 kindle may 21st 2020 murrells inlet miracles boxset books 1 3 kindle edition by larsen laurie download it once and read it on your kindle device pc phones or tablets use features like bookmarks note taking and highlighting while reading murrells inlet miracles boxset books 1 3

murrells inlet miracles boxset books 1 3 kobo com - Feb 18 2023

web rakuten kobo dan laurie larsen tarafından murrells inlet miracles boxset books 1 3 murrells inlet miracles kitabını okuyun come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirati amazon com murrells inlet miracles romance kindle ebooks - May 09 2022

web online shopping for kindle store from a great selection of contemporary romantic comedy mystery suspense paranormal historical romance lgbtq more at everyday low prices

murrells inlet miracles boxset books 1 3 english edition ebook - Mar 19 2023

web murrells inlet miracles boxset books 1 3 english edition ebook larsen laurie amazon de kindle shop

books by laurie larsen author of sanctuary goodreads - Jul 11 2022

web laurie larsen's most popular book is sanctuary murrells inlet miracles book 1

murrells inlet miracles boxset books 1 3 english edition ebook - Oct 14 2022

web murrells inlet miracles boxset books 1 3 english edition ebook larsen laurie amazon it kindle store murrells inlet miracles boxset books 1 3 kindle edition - Sep 25 2023

web apr 8 2019 murrells inlet miracles boxset books 1 3 kindle edition by larsen laurie download it once and read it on your kindle device pc phones or tablets use features like bookmarks note taking and highlighting while reading murrells inlet miracles boxset books 1 3

murrells inlet miracles boxset books 1 3 by laurie larsen scribd - Nov 15 2022

web read murrells inlet miracles boxset books 1 3 by laurie larsen with a free trial read millions of ebooks and audiobooks on

the web ipad iphone and android

murrells inlet miracles boxset books 1 3 english pdf - Feb 06 2022

web murrells inlet miracles boxset books 1 3 english 3 3 materials are among the best available and loving will be manufactured at one of the world's elite printers loving the book will be up to the measure of its message in every way in these delight filled pages couples in love tell their own story for

murrells inlet miracles boxset books 1 3 english edition ebook - Aug 12 2022

web achetez et téléchargez ebook murrells inlet miracles boxset books 1 3 english edition boutique kindle fiction amazon fr murrells inlet miracles boxset books 1 3 english pdf pdf - Mar 07 2022

web murrells inlet miracles boxset books 1 3 english pdf upload suny e boyle 2 25 downloaded from yearbook ladieseuropeantour com on october 8 2023 by suny e boyle will find the basic concepts of molecular pathology to be a succinct portable user friendly aid in their practice and studies the service based physician will find this handy murrells inlet miracles author laurie larsen - Sep 13 2022

web come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirational romance they are heartwarming life changing christian fiction get boxset

murrells inlet miracles boxset books 1 3 goodreads - Aug 24 2023

web one easy download three full length novels in the world of murrells inlet miracles by the author of the bronze medal winner of the 2019 illumination awards do you like inspirational romance do you like beachy romances do you like heartwarming christian fiction that leaves you feeling good delve into murrells inlet miracles by laurie larsen murrells inlet miracles boxset books 1 3 apple books - Dec 16 2022

web apr 9 2019 come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirational romance they are heartwarming life changing christian fiction book 1 sanctuary successful philadelphia attorney

amazon murrells inlet miracles boxset books 1 3 english - May 21 2023

web apr 8 2019 murrells inlet miracles boxset books 1 3 english edition kindle edition by larsen laurie download it once and read it on your kindle device pc phones or tablets use features like bookmarks note taking and highlighting while reading murrells inlet miracles boxset books 1 3 english edition

murrells inlet miracles boxset overdrive - Jan 17 2023

web apr 9 2019 come fall in love in murrells inlet south carolina this easy download contains three full length novels all inspirational romance they are heartwarming life changing christian fiction book 1 sanctuary successful philadelphia attorney nora

Community	Organizing	And Develo	opment Rubin
-----------	-------------------	-------------------	--------------