

Faema E9diplomat Manual

J Rink

Faema E9diplomat Manual:

A Diplomat's Manual Riad Habashi,1983 Diplomat's Manual Carlos Antonio Carrasco,1995-12-01 PROTOCOL PRACTICAL ADVICE USES AND CUSTOMS For the Ambassador as well as the members of the diplomatic entourage formal procedures and their correct application can be a source of anguish torment or entertainment depending on the level of familiarity with and adherence to the spoken an unspoken rules at play In my years of diplomatic exercise in government positions at the head of bilateral and multilateral diplomatic missions or even as a simple observer at a broad range of international events an diplomatic ceremonies I have encountered assessed and critiqued diplomats of all stripes novices veterans the careful and the careless Diplomat's Manual Carlos Antonio Carrasco,2016-09-01 PROTOCOL PRACTICAL ADVICE USES AND CUSTOMS For the Ambassador as well as the members of the diplomatic entourage formal procedures and their correct application can be a source of anguish torment or entertainment depending on the level of familiarity with and adherence to the spoken an unspoken rules at play In my years of diplomatic exercise in government positions at the head of bilateral and multilateral diplomatic missions or even as a simple observer at a broad range of international events an diplomatic ceremonies I have encountered assessed and critiqued diplomats of all stripes novices veterans the careful and the careless

Immerse yourself in heartwarming tales of love and emotion with Explore Love with is touching creation, Tender Moments: **Faema E9diplomat Manual**. This emotionally charged ebook, available for download in a PDF format (Download in PDF: *), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

https://staging.conocer.cide.edu/public/book-search/default.aspx/Massachusetts%20Registry%20Of%20Motor%20Vehicles.pdf

Table of Contents Faema E9diplomat Manual

- 1. Understanding the eBook Faema E9diplomat Manual
 - o The Rise of Digital Reading Faema E9diplomat Manual
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Faema E9diplomat Manual
 - 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 Faema E9diplomat Manual
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Faema E9diplomat Manual
 - Personalized Recommendations
 - Faema E9diplomat Manual User Reviews and Ratings
 - Faema E9diplomat Manual and Bestseller Lists
- 5. Accessing Faema E9diplomat Manual Free and Paid eBooks
 - o Faema E9diplomat Manual Public Domain eBooks
 - Faema E9diplomat Manual eBook Subscription Services
 - Faema E9diplomat Manual Budget-Friendly Options

- 6. Navigating Faema E9diplomat Manual eBook Formats
 - o ePub, PDF, MOBI, and More
 - Faema E9diplomat Manual Compatibility with Devices
 - Faema E9diplomat Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - o Adjustable Fonts and Text Sizes of Faema E9diplomat Manual
 - Highlighting and Note-Taking Faema E9diplomat Manual
 - o Interactive Elements Faema E9diplomat Manual
- 8. Staying Engaged with Faema E9diplomat Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Faema E9diplomat Manual
- 9. Balancing eBooks and Physical Books Faema E9diplomat Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Faema E9diplomat Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Faema E9diplomat Manual
 - o Setting Reading Goals Faema E9diplomat Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Faema E9diplomat Manual
 - Fact-Checking eBook Content of Faema E9diplomat Manual
 - 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

Faema E9diplomat Manual Introduction

In todays digital age, the availability of Faema E9diplomat Manual books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of Faema E9diplomat Manual books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Faema E9diplomat Manual books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing Faema E9diplomat Manual versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, Faema E9diplomat Manual books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether youre a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing Faema E9diplomat Manual books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for literature enthusiasts. Another popular platform for Faema E9diplomat Manual books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of

Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, Faema E9diplomat Manual books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of Faema E9diplomat Manual books and manuals for download and embark on your journey of knowledge?

FAQs About Faema E9diplomat Manual Books

- 1. Where can I buy Faema E9diplomat Manual 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 Faema E9diplomat Manual 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 Faema E9diplomat Manual 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 Faema E9diplomat Manual 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 Faema E9diplomat Manual 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 Faema E9diplomat Manual:

massachusetts registry of motor vehicles massey ferguson 133 repair manual

massey ferguson 1135 service manual

marvel 66swce bb g refrigerators owners manual

mass effect 3 scanning guide

marvel 6garm bd refrigerators owners manual

marshall jvm 410 manual

martinis recipe various

martindale 31 edition

marte el regreso de syrtis el pequentildeo teatro kamishibaiuml t

martin scx600 manual

mass effect 2 superguide

marshak laboratory manual for introductory geology massachusetts deposition practice manual marking schemes mathematics june paper 9709

Faema E9diplomat Manual:

notary public department of state - Apr 12 2023

web jan 25 2023 requirements submit a completed application and the required fee to the department of state pass the new york state notary public examination nys attorneys and court clerks of the unified court system are exempt from the examination be a resident of new york state or have an office or place of business in new york state next

free nys notary exam practice 2023 prep guide - Oct 18 2023

web jan 28 2020 the nys notary exam is a written test consisting of 40 multiple choice questions you will be allowed 1 hour to complete the exam you need to score at least 70 or 28 out of 40 to pass the exam the questions are based entirely on the new york state notary license law

nys notary exam questions flashcards quizlet - May 01 2022

web notary practice test 1 40 terms braver1093 preview nys notary practice exam 2021 81 terms liz hessler preview new york notary 2023 practice exam 1 40 terms asamonkey preview new york state notary public license exam 163 terms jstudyw preview business law and ethics chapter 15 17 terms cedric square preview

free nys notary exam practice 2023 prep guide new york state notary - Sep 05 2022

web jan 28 2020 the nys notary exam has a written test consisting of 40 multiple choice questions you will be allowed 1 hourly for completely the exam you need to score at least 70 conversely 28 out of 40 to pass the exam the answer represent based on entirely in the new york state notary license law

new york notary exam practice test flashcards quizlet - Dec 08 2022

web new york notary exam practice test flashcards q chat get a hint if a notary refused to notarize an affidavit presented for ny notary mobile services what is the potential maximum jail sentence one month three months six months one year click the card to flip nathan 2023 terms in this set 40

sample ny notary practice exam 2023 unbate - Feb 27 2022

web a be at least 18 years old b no special education or common school level c be a resident and or a qualified non resident resident d all the above 4 if a notary moves to another state but still works in n y s he she a will pay an additional 15 out of state fee b no longer is qualified c must get ny driver s license

notary exams test dates for new york notarytrainer - Nov 26 2021

web new york notary public walk in examination schedule test sites and times are subject to change and exams may be canceled due to weather conditions or other emergencies if hazardous weather conditions exist in your area you may call 518 474 4429 to see if an exam has been canceled please do not call the test centers listed below br

free nys notary exam practice 2023 prep guide practice tests state - Aug 16 2023

web the nys notary exam is a writing check consisting of 40 multiple choice questions you will be allowed 1 hours to completed the exam thee need to score at least 70 or 28 away about 40 until pass the check the inquiries are based entirely on the new york state notary zulassung law

new york notary 2023 practice exam 2 flashcards quizlet - Mar 31 2022

web as per case law click the card to flip 1 40 flashcards learn test match q chat asamonkey top creator on quizlet terms in this set 40 1 which of the following four choices relating to these two statements is most correct 1 do you solemnly swear that the contents of this affidavit subscribed by you is correct and true 2

new york notary 2023 practice exam 1 flashcards quizlet - Jun 14 2023

web study with quizlet and memorize flashcards containing terms like 1 which of the following statements is not correct a fee for notary public commission is 60 b the secretary of state commissions notaries public c the term of a notary public commission is 2 years d notary public examinations are scheduled throughout nys 2

new york notary practice test 2 flashcards quizlet - Jun 02 2022

web 1 20 flashcards learn test match q chat created by apicarro14 terms in this set 20 when performing a protest for non payment a new york notary may charge 10 for the transaction 2 per signature notarized 75 for the first protest and 10 for each additional up to a total of 5 protests per bill no charge is allowed for protests

free practice exam answers notary public classes ny state - Dec 28 2021

web notary public new york state live seminars classes home live notary classes locations rochester notary classes albany notary classes thank you for taking the practice exam here are the answers 1 d 2 c 3 d 4 d 5 d 6 b 7 b 8 d 9 b 10 b 11 a 12 d 13 d 14 d 15 a 16 c 17 c 18 b 19 d 20 a 21 d 22 b 23 b

nys notary exam flashcards chegg com - Jan 29 2022

web 1 year the notary certificate of a witness to the execution of a real estate conveyance is called a proof certificate which of the following is a requirement to become a notary public in new york be at least 18 years old no special education or common school level be a resident and or a qualified non resident resident

become a notary public department of state dos ny gov - Aug 04 2022

web requirements submit a completed application and the required fee to the department of state pass the new york state notary public examination nys attorneys and court clerks of the unified court system are exempt from the examination be a resident of new york state or have an office or place of business in new york state

sample ny notary practice exam notary public classes ny state - Sep 17 2023

web view on mobile sample ny notary practice exam for anyone taking the notary exam in new york state nys nyc or any county or city in the state of new york free to practice and learn

new york notary exam sample questions - Mar 11 2023

web nov 9 2022 here are some new york notary exam sample questions remember this all of the questions come from the new york state notary license law to get a copy of the licensing law visit new york s website and scroll down to the link laws rules and regulations you can then download the pdf file

how to prepare for and pass the ny notary exam nna - Jul 03 2022

web may 27 2015 run through 80 minute practice tests before exam day take mini quizzes to help you avoid the trickier legal questions learn how to properly id signers and prevent forgeries understand how to handle the new closing disclosures before the august 1 deadline fill out your comprehensive notary application flawlessly

free nys notary exam practice 2023 prep quide new york state notary - Oct 06 2022

web the new york state nys notary exam can a critical step in becoming a notary public in new york this exam remains conceptual to assess your understanding of the rules rules plus regulations governing notarial acts as outlined in free nys notary exam practice 2023 prep guide notary public - Nov 07 2022

web jan 28 2020 test listfree practice of new york state nys certified exam is a critical step includes fitting a notary public to new nyc this exam is designed to rate your understanding of the laws guidelines and regulations governing notarial acted as shown in the nys notary public site law booklet the exam measures your ability to perform

notary practice test 1 flashcards guizlet - Oct 26 2021

web 1 which of the following statements is not correct a the fee for a notary public commission is 60 b the secretary of state commissions notaries public c the term of a notary public commission is 2 years d notary public examinations are scheduled throughout nys click the card to flip the term of a notary public commission is 2 years

free nys notary exam practice 2023 prep guide new york state - Jul 15 2023

web jan 28 2020 the new york state nys lawyer exam is a critical step in becoming a notary public in new york this exam is considered to evaluation your perception of the laws rules and regulations governing notarial acts as outlined in and nys notary public license law booklet

free nys notary exam practice 2023 prep guide new york notary public - Feb 10 2023

web spanish public the nys notary exam is a written tests consisting of 40 multiple choice questions you will be allowed 1 hour till completely the exam they need to score at least 70 instead 28 out of 40 for pass the assessment the questions are based entirely on the new yarn state notary license law

new york state notary public license exam flashcards quizlet - Jan 09 2023

web flashcards these flashcards were created from notary public license law the most recent 2013 edition a pdf file from the nys dept of state website download it and try to read it line by line because at least a few obscure details will be on the exam

guaranteed

free nys notary exam practice 2023 prep guide notary practice test - May 13 2023

web jan 28 2020 free practice test tour open practice the new york state nys notary exam is a critical step in becoming a notary public in new york this exam is designed to assess your understanding of the laws rules and regulations governed notarial shows as outlined included the nys notary public sanction law booklet

bungo stray dogs anime bungo stray dogs wiki fandom - Apr 17 2023

bungo stray dogs [[[[]][[]][[]][]] bungō sutorei doggusu lit literary stray dogs is the anime adaptation of bungo stray dogs it is produced by studio bones and has premiered on tokyo mx and other tv networks takuya igarashi was hired as the director and yoji enokido as the screenwriter the same duo that worked on ouran high school host club and star openbsd - May 18 2023

about openbsd project goals hardware platforms security crypto events and papers innovations getting openbsd download getting source anoncvs cvsweb github

bsd vikipedi - Feb 15 2023

bsd berkeley software distribution kaliforniya Üniversitesi berkeley in kaynak kodu dağıtımı olan at t nin unix i için bir eklentiler zinciridir birçok açık kaynak kodlu işletim sistemi projesi 4 4 bsd lite olarak bilinen kaynak kodu dağıtımını temel kabul eder

bungou stray dogs - Aug 21 2023

bungou stray dogs 9 06 10 Üzerinden oylamaya 2032 kişi katıldı nakajima atsushi yetimhaneden atıldıktan sonra ne gidecek yeri ne de yiyecek yemeği kalmıştır bir nehrin kenarında aç bi ilaç sürünürken intihar girişiminde bulunan bir adamı kurtarır adı dazai osamu olan bu adam ortağı kunikida ile çok özel bir

bungou stray dogs izle diziwatch - Sep 22 2023

bungou stray dogs imdb 8 3 favorilere ekle nakajima atsushi yetimhaneden atıldıktan sonra ne gidecek yeri ne de yiyecek yemeği kalmıştır bir nehrin kenarında aç bi ilaç sürünürken intihar girişiminde bulunan bir adamı kurtarır adı dazai osamu olan bu adam ortağı kunikida ile çok özel bir dedektif kurumunun üyesidir

the freebsd project - Jun 19 2023

oct 13 2023 the freebsd project freebsd is an operating system used to power modern servers desktops and embedded platforms a large community has continually developed it for more than thirty years its advanced networking security and storage features have made freebsd the platform of choice for many of the busiest web sites and most pervasive

karakterlerin listesi bungo stray dogs wiki fandom - Jan 14 2023

info the blond man's partner he's guarding the communication device that controls the detonation of the bomb in the air

defense shelter of a defense forces facility he has dark brown skin and a muscular body type he is very tough and even if dazai hits him on the stomach with full force it had no effect

list of bsd operating systems wikipedia - Dec 13 2022

there are a number of unix like operating systems under active development descended from the berkeley software distribution bsd series of unix variants developed originally by bill joy at the university of california berkeley department of electrical engineering and

berkeley software distribution wikipedia - Jul 20 2023

bsd default user interface unix shell license bsd the berkeley software distribution or berkeley standard distribution 1 bsd is a discontinued operating system based on research unix developed and distributed by the computer systems research group csrg at the university of california berkeley

bungo stray dogs wiki fandom - Mar 16 2023

welcome to the bungo stray dogs wiki a wiki dedicated to the bungo stray dogs manga written by kafka asagiri and illustrated by sango harukawa the wiki currently has 70 149 edits over 1 486 articles with 8 998 images and has been expanding since august 05 2014 please be sure to review the policy page before contributing to the bungo stray

telegram contact drkyaw123 - Mar 31 2023

dr kyaw gyi facebook - Sep 24 2022

uzm dr eşref kyaw zin latt randevu alın ve yorumları okuyun - Nov 14 2021

telegram channel dr kyaw gyi drkyawgyi7648058 tgstat - Nov 26 2022

web drkyawgyi site tweet 2 50 rating by cutestat it is a domain having site extension this website is estimated worth of 8 95 and have a daily income of around 0 15

dr kyaw gyi - May 01 2023

web dr kyaw gyi 18 channel 91 267 subscribers view in telegram preview channel you can view and join drkyaw123 right away

prof dr İbrahim kaya avesİs İstanbul - Jan 17 2022

web feb 28 2023 download dr ko gyi apyar kar all kar apk app dr ko gyi vip apk latest version 1 1 updated 2023 com apyosinangels drkogyi apyosin angels group

kyaw gyi kyaw gyi BKонтакте - Jul 03 2023

web kyaw gyi Подписчики 6 Записи 759 Войдите на сайт или зарегистрируйтесь чтобы написать kyaw gyi или найти других ваших друзей

kyaw gyi facebook - Apr 19 2022

web dr kyawgyi adlı kişiden gelen son tweet ler

kyaw gyi BKoнтакте - Oct 06 2023

web kyaw gyi Подписчики 3689 Фото 1 Записи 147 Войдите на сайт или зарегистрируйтесь чтобы dr kyaw gyi johor malaysia profil profesional linkedin - Jul 23 2022

web dr Öğr Üyesi nazmi geyik profilini ziyaret edebilir hakkında detaylı bilgi alabilir online randevu takviminden dilediğiniz gün ve saate randevu alabilirsiniz uzmanlar klinikler

drkyawgyi dr kyaw gyi myanmar 18 movies channel - Oct 26 2022

web dr kyaw gyi 46 likes product service

	П	ПΓ	1 ПП	blogger -	Feb	27	2023
--	---	----	------	-----------	-----	----	------

web dr kyaw gyi is on facebook join facebook to connect with dr kyaw gyi and others you may know facebook gives people the power to share and makes the world more open

dr ko gyi apyar kar all kar apk android app free - Dec 16 2021

web uzm dr eşref kyaw zin latt den randevu almak için tıklayınız hastalar tarafından yazılmış yorumları okuyun dr kyaw gyi facebook - Jan 29 2023

web feb 11 2020 dr kyaw gyi 1 492 likes shopping retail

bana bir Şeyhler oluyor biletix - Feb 15 2022

web genel bilgiler kurum bilgileri hukuk fakültesi kamu hukuku bölümü milletlerarası hukuk ana bilim dalı araştırma alanları sosyal ve beşeri bilimler hukuk devletler umumi hukuku

<u>dr kyaw gyi BКонтакте</u> - Aug 04 2023

web dr kyaw gyi Подписчики 39 Записи 839 Войдите на сайт или зарегистрируйтесь чтобы написать dr kyaw gyi или найти других ваших друзей

dr kyaw gyi facebook - Aug 24 2022

web lihat profil dr kyaw gyi di linkedin komuniti profesional yang terbesar di dunia pendidikan dr kyaw disenaraikan pada profil mereka lihat profil lengkap di linkedin dan terokai kenalan dan pekerjaan dr kyaw di syarikat yang serupa

dr Öğr Üyesi nazmi geyik doktorsitesi com - Jun 21 2022

web op dr turgay manav hakkında randevu ve bilgi almak için tıklayınız hastalar veya danışanlar tarafından kendisi hakkında

yapılmış değerlendirmeler ve sorulmuş sorulara

doctor kyaw gyi youtube - Sep 05 2023

dr kyawgyi twitter - Mar 19 2022

web etkinlik kuralları süre 125 dk tür komedi kamera ile çekim yapmak yasaktır etkinlik başladıktan sonra alana seyirci alınmamaktadır geç kalan izleyiciler için bilet

kyaw gyi BKонтакте - Jun 02 2023

web dr kyaw gyi 4 277 subscribers view in telegram preview channel if you have telegram you can view and join dr kyaw gyi dr kyaw gyi facebook - Dec 28 2022

web dr kyaw gyi drkyawgyi7648058 channel s geo and language not specified not specified category not specified statistics favorites posts filter dr kyaw gyi 2 sep 04 32 00 45

op dr turgay manav yorumları incele ve randevu al - May 21 2022

web kyaw gyi is on facebook join facebook to connect with kyaw gyi and others you may know facebook gives people the power to share and makes the world more open and