

Robert's Rules of Order Cheat-Sheet

In Order To	You Say_	May The Person Be Interrupted?	Must Be There A Seconder	Is The Motion Debatable?	Is This Motion Amendable?	What Vote is Required?
Adjourn the meeting	"I move to adjourn the meeting"	NO	YES	NO	NO	Majority
Recess the meeting	"I move that we recess until_"	NO	YES	NO	YES	Majority
Complain about noise etc	Point of privilege	YES	NO	NO	NO	None (Chair Decides)
Suspend considerati on of something	"I move we table it"	NO	YES	NO	NO	Majority
End debate	Call the question.	NO	YES	YES	YES	Two-thirds
Postpone considerati on of something	"I move we postpone this matter until_"	NO	YES	YES	YES	Two-thirds

Roberts Rules Of Order Guide

Michal Rosen-Zvi

Roberts Rules Of Order Guide:

Uncover the mysteries within is enigmatic creation, Discover the Intrigue in **Roberts Rules Of Order Guide**. This downloadable ebook, shrouded in suspense, is available in a PDF format (PDF Size: *). Dive into a world of uncertainty and anticipation. Download now to unravel the secrets hidden within the pages.

 $\frac{https://crm.avenza.com/data/virtual-library/Documents/second \% 20 canadian \% 20 edition \% 20 abnormal \% 20 psychology \% 20 questions.pdf$

Table of Contents Roberts Rules Of Order Guide

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

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

Roberts Rules Of Order Guide Introduction

In todays digital age, the availability of Roberts Rules Of Order Guide 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 Roberts Rules Of Order Guide books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Roberts Rules Of Order Guide 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 Roberts Rules Of Order Guide 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, Roberts Rules Of Order Guide 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 Roberts Rules Of Order Guide 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 Roberts Rules Of Order Guide 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, Roberts Rules Of Order Guide 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 Roberts Rules Of Order Guide books and manuals for download and embark on your journey of knowledge?

FAOs About Roberts Rules Of Order Guide Books

What is a Roberts Rules Of Order Guide PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. How do I create a Roberts Rules Of Order Guide PDF? There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. How do I edit a Roberts Rules Of Order Guide PDF? Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. How do I convert a Roberts Rules Of Order Guide PDF to another file format? There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. How do I password-protect a Roberts Rules Of Order Guide PDF? Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat,

Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Roberts Rules Of Order Guide:

second canadian edition abnormal psychology questions section 12 the arithmetic of equations sears treadmill lifestyler manual section 1 the search for spices answers

section 1 reinforcement metals packet answers
sears tractor parts manual
seattle quake 9 2 a jackie harlan mystery volume 1
section 17 1 earth science worksheet answer key
section 1 the early greeks review answer
section 1 the human population quiz answers
secrets de sondages
section 2 reinforcement wave worksheet
section 21 1 review answer key physical science
seat ibiza petrol cap problem
second semesters physics study quide with solutions

Roberts Rules Of Order Guide:

scribd - Feb 17 2023

web textbook solutions for electric circuits 8th edition 8th edition james w nilsson and others in this series view step by step homework solutions for your homework ask our

electric circuits solution manual chegg com - Apr 19 2023

web oct 26 2021 chapter topics include circuit variables circuit elements simple resistive circuits techniques of circuit analysis the operational amplifier inductors

electric circuits 9th edition nilsson solutions manual - Apr 07 2022

web oct 11 2022 electric circuit nilsson 8th edition solution manual different types of bugs in manual testing icd v21 sony manual unidare wms718n manual sony cdx

electric circuits nilsson james william author free download - Mar 18 2023

web scribd

solution manual electric circuits 8th edition nilsson - Jun 09 2022

web electric circuits 9th edition nilsson solutions manual free download as pdf file pdf text file txt or read online for free solutions manual

electric circuits 8th edition textbook solutions bartleby - Jan 16 2023

web feb 21 2018 download electric circuits 8th edition nilsson teacher s solutions pdf

simple resistive circuits electric circuits 8th edition nilsson - Oct 13 2022

web may 1 2007 created by an anonymous user imported from amazon com record electric circuits by james w nilsson susan riedel may 1 2007 prentice hall edition in english

electric circuits nilsson 8th edition thebookee net - Jul 10 2022

web jul 6 2012 this is solution manual required for electrical circuital analysis course at maulana azad national institute of technology it includes circuit elements branch

electrical circuital analysis solution manual docsity - May 08 2022

web electric circuits nilsson riedel 8th edition solution manual r chatterton bought amcor r290 user s manual 25 minutes ago support see prices manualslib is a free

electric circuits 8th edition nilsson teacher s solutions pdf - Sep 24 2023

web electric circuits 8th edition nilsson teacher s solutions pdf 34m7ezwo3o46 idocpub home current explore explore all upload fundamental of electric

nillson electric circuits 8th edition solution manual pdfsayar - Sep 12 2022

web you can download pdf versions of the user's guide manuals and ebooks about electric circuits nilsson 8th edition you can also find and download for free a free online

electric circuits 8th edition nilsson teacher s solutions pdf - Nov 14 2022

web nillson electric circuits 8th edition solution manual pdf arama sonuçları

electric circuits nilsson riedel 8th edition solution manual - Mar 06 2022

web electric circuits nilsson 8th edition solution manual hyundai ix35 workshop manual 2010 2010 read more electric circuits nilsson 8th edition solution

electric circuits 8th edition solutions manual pdf scribd - Jul 22 2023

web now with expert verified solutions from electric circuits 8th edition you ll learn how to solve your toughest homework problems our resource for electric circuits includes

electric circuits 8th edition amazon com - Dec 15 2022

web jul 6 2012 simple resistive circuits electric circuits 8th edition nilsson electrical circuital analysis solution manual exercises for electronic circuits analysis

solutions for electric circuits 8th by james w nilsson susan a - May 20 2023

web get instant access to our step by step electric circuits solutions manual our solution manuals are written by chegg experts so you can be assured of the highest quality

solution manual for electric circuits by nilsson - Aug 23 2023

web electric circuits 8th edition solutions manual free ebook download as pdf file pdf or read book online for free electric circuits 8th edition solutions manual

electric circuits 8th edition solutions and answers quizlet - Jun 21 2023

web electric circuits solutions for electric circuits 8th james w nilsson susan a riedel get access to all of the answers and step by step video explanations to this book and

electric circuits 8th edition nilsson solution manual - Nov 02 2021

electric circuits nilsson 8th edition solution manual - Jan 04 2022

web electric circuits 8th edition nilsson solution manual 8 302 items add add manuals search extension to your browser dean c 12 jun top videogame brands

electric circuits 8th edition by james w nilsson open library - Aug 11 2022

web view solution manual electric circuits 8th edition nilsson from econ 232 at harvard university full file at testbank360 eu solution manual electric circuits 8th

electric circuit nilsson 8th edition solution manual - Feb 05 2022

web may 19 2013 nilsson riedel electric circuit 8th edition solution manual may 19 2013 05 13 a large collection of scanned documents and related material associated with

nilsson riedel electric circuit 8th edition solution manual - Dec 03 2021

not your hero 4 sidekick squad by c b lee goodreads - Mar 31 2022

web in the much anticipated conclusion to the four part sidekick squad series abby jones has a lot on her plate she must

regain her superpowers mend her relationships with her girlfriend jess and along with their friends bells and emma save the collective from the evil hero s league

not your sidekick on apple books - Dec 28 2021

web sep 8 2016 sidekick squad not your sidekick c b lee 4 2 13 ratings 1 99 1 99 not your villain sidekick squad book 2 2017 not your backup sidekick squad book 3 2019 more ways to shop find an apple store or other retailer near you or call 1 800 my apple choose your country or region

not your villain book review the sidekick squad strikes back - Dec 08 2022

web nov 18 2017 by donya abramo the sidekick squad are back and better than ever in not your villain the follow up novel to not your sidekick about not your villain by c b lee bells

not your villain 2 sidekick squad amazon com - Apr 12 2023

web oct 1 2017 not your villain switches narrative and view point from jess in book 1 to bells the book starts off partway through the events of not your sidekick and serves to catch up us readers with what has been happening but we also see a lot more about bells we see a glimpse into his secret life as chameleon in training

not your villain sidekick squad book 2 amazon com - Jul 15 2023

web oct 5 2017 not your villain switches narrative and view point from jess in book 1 to bells the book starts off partway through the events of not your sidekick and serves to catch up us readers with what has been happening but we also see a lot more about bells we see a glimpse into his secret life as chameleon in training

sidekick squad series audiobooks audible com - Jul 03 2022

web not your villain sidekick squad series book 2 by c b lee narrated by jd jackson length 8 hrs and 48 mins release date 07 10 18

c b lee wikipedia - Jun 14 2023

web the first book in the sidekick squad series not your sidekick was published by duet books in 2016 it tells the story of jess a bisexual teen without superpowers living in a world where superpowers are normal who has to compete with her town s infamous supervillain for her dream internship and deal with her crush on her friend abby

not your villain sidekick squad series book 2 amazon com au - Nov 07 2022

web superheroes not your villain sidekick squad series book 2 audible audiobook unabridged c b lee author jd jackson narrator 1 more 207 ratings see all formats and editions kindle 8 99 read with our free app audiobook 0 00 with audible membership bells broussard thought he had it made when his superpowers manifested

not your sidekick sidekick squad 1 by c b lee goodreads - Aug 04 2022

web the second book not your villain is from his point of view so i m super excited to read that one i got approved for an earc

of it so that will be happening soon and i cannot wait i would die for every single member of the sidekick squad not your sidekick by c b lee is the first book in a series of superhero novels that follows a not your villain sidekick squad series 2 paperback - Jan 09 2023

web oct 1 2017 when not nationally touring as an educator writer and activist cb lives in los angeles where she can neither confirm nor deny being a superhero you can learn more about her and her adventures as a bisexual disaster at cb lee com **sidekick squad series cb lee** - Mar 11 2023

web the sidekick squad are back and better than ever in not your villain there s nothing quite like the found family narrative nor the team up against a corrupt government and the unrelenting optimism and power of a group of largely queer identifying teens

not your villain sidekick squad book 2 kindle edition - Feb 10 2023

web the events of not your villain continue just before where not your sidekick left off this time the story focuses on bells a rising hero with shapeshifting powers when he and his friends try to uncover the truth behind the disappearances of local villains bells is labeled as a villain himself and forced to hide from the public eye

not your villain spoiler free book review youtube - Jun 02 2022

web spoiler free review of the second book in the sidekick squad series not your villain by c b leecheck out the book goodreads com book show 3501

not your villain volume 2 sidekick squad paperback - Oct 06 2022

web literature fiction social family issues buy new 14 95 rrp 16 99 details save 2 04 12 free returns free delivery thursday 7 september details or fastest delivery tuesday 5 september order within 2 hrs 28 mins details select delivery location only 2 left in stock quantity add to basket buy now payment secure transaction

not your backup cb lee - Feb 27 2022

web the sidekick squad are back and better than ever in not your villain there s nothing quite like the found family narrative nor the team up against a corrupt government and the unrelenting optimism and power of a group of largely queer identifying teens hypable

not your villain cb lee - Aug 16 2023

web the sidekick squad are back and better than ever in not your villain there s nothing quite like the found family narrative nor the team up against a corrupt government and the unrelenting optimism and power of a group of largely queer identifying teens

sidekick squad series by c b lee goodreads - May 13 2023

web book 1 not your sidekick by c b lee 3 88 8 246 ratings 1 682 reviews published 2016 17 editions welcome to andover

where superpowers are common want to read rate it book 2 not your villain by c b lee 3 86 2 530 ratings 497 reviews published 2017 10 editions bells broussard thought he had it made when his su want

loading interface goodreads - Jan 29 2022

web discover and share books you love on goodreads

not your villain overdrive - Sep 05 2022

web oct 5 2017 but that was before he became the country s most wanted villain after discovering a massive cover up by the heroes league of heroes bells and his friends jess emma and abby set off on a secret mission to find the resistance

not your sidekick cb lee - May 01 2022

web despite her heroic lineage jess tran is resigned to a life without superpowers and is merely looking to beef up her college applications when she stumbles upon the perfect paid internship only it turns out to be for the town s most heinous supervillain

what are the advantages and disadvantages of combined footing - Aug 17 2023

web oct 31 2023 there are certain disadvantages associated with the use of combined footings which should be carefully considered in the design and planning phases of a project 1 limited flexibility combined footings are designed to support columns that have similar or closely matching 2 increased risk of

civil project combined footing advantages and disadvantages - Apr 01 2022

web civil project combined footing advantages and disadvantages may 1st 2018 advantages and disadvantages of cofferdam olmsted cofferdam project 4 combined footing vc ide mat foundation giving extra support to building through may 1st 2018 disadvantages of mat foundation these drawbacks are small in

combined footing learn steps types design advantages - Sep 18 2023

web mar 30 2023 advantages and disadvantages of combined footing some of its main advantages and disadvantages are as follows advantages of combined footing combined footing can be used in case 2 or more columns are constructed in a small space it helps maintain the column s centre of gravity we can use combined footing in

types of footings foundations used in building a house third - $Jul\ 04\ 2022$

web concrete slabs strip footings are the most common footing systems used for building in australia in modern times there are a few different types of concrete slabs each with its own advantages and suitablility for different soil site conditions strip footings are the same although configuation depths etc vary depending on design and slope

types of footing and their uses in building construction daily civil - Apr 13 2023

web 6 strap footing in this type of footing the outer and inner column is connected by a strap beam and does not transfer any load to the soil the individual footing areas of the columns are so arranged that the c g of the combined loads of the two

columns passes through the c g of the two footing areas combined footing types advantages disadvantages - Oct 19 2023

web jul 13 2023 disadvantage of combined footing here are the lists of disadvantages of combined footing 1 the main disadvantage of using combined footing is the groundwater level rises 2 the second disadvantage of combined footing is the shape and the size of these footing is varying due to the condition

civil project combined footing advantages and disadvantages - Jun 15 2023

web manuals sheets about civil project combined footing advantages and disadvantages ready for download in this article i will discuss how to calculate the volume of concrete shuttering area and bitumen paint area for plain footing square footing amp rectangular footing project management and cost estimation of project its advantages and civil project combined footing advantages and disadvantages - Jun 03 2022

web civil project combined footing advantages and disadvantages on the advantage and disadvantage of history for life jul 19 2020 part ii of thoughts out of season advantages and disadvantages of the euro sep 13 2022 this assignment with the topic which arguments are in favour respectively against joining the eurozone

civil project combined footing advantages and disadvantages - Feb 11 2023

web civil project combined footing advantages and disadvantages construction engineering amp management civil engineering april 12th 2018 project management and cost estimation of project its advantages and disadvantages site factors affecting construction cost of heavy civil projects post tension slab advantages and

 $combined\ footing\ what\ is\ combined\ footing\ advantage\ disadvantage\ -\ Jul\ 16\ 2023$

web another advantage of combined footing is where the load bearing capacity of the soil is low there we construed combined footing disadvantage of combined footing when the combined footing is used the reinforcement sometimes the groundwater level rises one of the common disadvantages of combined footing is the size of the footing varies civil project combined footing advantages and disadvantages - May 02 2022

web civil project combined footing advantages and disadvantages combined footings are used when tow columns are so close that single process application advantages and disadvantages view online civil page 4 of 66 online civil is an civil april 10th 2018 online civil is an civil engineering based recruitment news site that aims to spread the

civil project combined footing advantages and disadvantages - Nov 08 2022

web civil project combined footing advantages and disadvantages downloaded from pantera adecco com by guest wu arnav project summaries of the center for building technology the bilingual advantage a thorough and understandable guide to the properties and design of structural composites it

civil project combined footing advantages and disadvantages - Jan 10 2023

web civil project combined footing advantages and disadvantages foundations concrete rafts advantages and civil project combined footing advantages and module 4 design of shallow foundations lecture 16 april 28th 2018 advantages of using shallow foundation a combined footing is also provided when the property line is so close

civil project combined footing advantages and disadvantages - Feb 28 2022

web cost of heavy civil projects advantages and disadvantages of concrete pdf git 02 infra openwrt org 5 18 april 13th free pdf ebooks user s guide manuals sheets about civil project combined footing advantages and disadvantages ready for download what is foundation different types of foundations april 14th 2018

civil project combined footing advantages and disadvantages - Dec 09 2022

web civil project combined footing advantages and disadvantages combined footing design introduction to civil engineering types of foundations design of rcc structures civil transportation civil engineering comparison of gasification combined cycle power plants raft foundation advantages and disadvantages of raft advantages and

civil project combined footing advantages and disadvantages - Mar 12 2023

web civil project combined footing advantages and combined footing design with example and types of combined advantages and disadvantages of raft foundation civil

civil project combined footing advantages and disadvantages - Oct 07 2022

web civil project combined footing advantages and disadvantages steelworker 1 c dec 06 2021 limit state design of concrete structures sep 15 2022 bureau of indian standards delhi made large number of changes and alterations in is 456 2000 code of practice for plain and reinforced concrete realizing

civil engineering vs construction management degree auston - Aug 05 2022

web they also liaise with local state and federal authorities to ensure the project adheres to the safety laws and regulations that apply to the construction industry due to the various types of construction projects construction managers can specialize in multiple fields specialization helps them understand the various aspects of a project

spread footing types design advantages and disadvantages civil - May 14 2023

web a combined footing is used when two or more columns in a straight line are borne on a single spread footing the most cost effective option is to use isolated footings for each column combined footings are only used when essential such as building a house

spread footing 6 types advantages and disadvantages - Sep 06 2022

web jul 17 2023 above 7 points advantages of spread footing are making them ideal choice of different types of construction projects either projects are large or small disadvantages of spread footing spread footing have many advantages but another side it has some disadvantages of spread footing