

Etap 6 Users Manual

Download

Etap 6 Users Manual

Christian G. Meyer



Etap 6 Users Manual:

Immerse yourself in heartwarming tales of love and emotion with Explore Love with its touching creation, **Etap 6 Users Manual** . This emotionally charged ebook, available for download in a PDF format (*), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

https://blog.gospelcrusade.org/data/book-search/Download_PDFS/how%20to%20automate%20customer%20service%20with%20ai%20in%20the%20united%20states%20batch53%203.pdf

Table of Contents Etab 6 Users Manual

1. Understanding the eBook Etab 6 Users Manual
 - The Rise of Digital Reading Etab 6 Users Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Etab 6 Users 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 Etab 6 Users Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Etab 6 Users Manual
 - Personalized Recommendations
 - Etab 6 Users Manual User Reviews and Ratings
 - Etab 6 Users Manual and Bestseller Lists
5. Accessing Etab 6 Users Manual Free and Paid eBooks
 - Etab 6 Users Manual Public Domain eBooks
 - Etab 6 Users Manual eBook Subscription Services
 - Etab 6 Users Manual Budget-Friendly Options

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

Etap 6 Users Manual Introduction

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In today's fast-paced digital age, obtaining valuable knowledge has become easier than ever. Thanks to the internet, a vast array of books and manuals are now available for free download in PDF format. Whether you are a student, professional, or simply an avid reader, this treasure trove of downloadable resources offers a wealth of information, conveniently accessible anytime, anywhere. The advent of online libraries and platforms dedicated to sharing knowledge has revolutionized the way we consume information. No longer confined to physical libraries or bookstores, readers can now access an extensive collection of digital books and manuals with just a few clicks. These resources, available in PDF, Microsoft Word, and PowerPoint formats, cater to a wide range of interests, including literature, technology, science, history, and much more. One notable platform where you can explore and download free Etap 6 Users Manual PDF books and manuals is the internet's largest free library. Hosted online, this catalog compiles a vast assortment of documents, making it a veritable goldmine of knowledge. With its easy-to-use website interface and customizable PDF generator, this platform offers a user-friendly experience, allowing individuals to effortlessly navigate and access the information they seek. The availability of free PDF books and manuals on this platform demonstrates its commitment to democratizing education and empowering individuals with the tools needed to succeed in their chosen fields. It allows anyone, regardless of their background or financial limitations, to expand their horizons and gain insights from experts in various disciplines. One of the most significant advantages of downloading PDF books and manuals lies in their portability. Unlike physical copies, digital books can be stored and carried on a single device, such as a tablet or smartphone, saving valuable space and weight. This convenience makes it possible for readers to have their entire library at their fingertips, whether they are commuting, traveling, or simply enjoying a lazy afternoon at home. Additionally, digital files are easily searchable, enabling readers to locate specific information within seconds. With a few keystrokes, users can search for keywords, topics, or phrases, making research and finding relevant information a breeze. This efficiency saves time and effort, streamlining the learning process and allowing individuals to focus on extracting the information they need. Furthermore, the availability of free PDF books and manuals fosters a culture of continuous learning. By removing financial barriers, more people can access educational resources and pursue lifelong learning, contributing to personal growth and professional development. This democratization of knowledge promotes intellectual curiosity and empowers individuals to become lifelong learners, promoting progress and innovation in various fields. It is worth noting that while accessing free Etap 6 Users Manual PDF books and manuals is convenient and cost-effective, it is vital to respect copyright laws and intellectual property rights. Platforms offering free downloads often operate within legal boundaries, ensuring that

the materials they provide are either in the public domain or authorized for distribution. By adhering to copyright laws, users can enjoy the benefits of free access to knowledge while supporting the authors and publishers who make these resources available. In conclusion, the availability of Etap 6 Users Manual free PDF books and manuals for download has revolutionized the way we access and consume knowledge. With just a few clicks, individuals can explore a vast collection of resources across different disciplines, all free of charge. This accessibility empowers individuals to become lifelong learners, contributing to personal growth, professional development, and the advancement of society as a whole. So why not unlock a world of knowledge today? Start exploring the vast sea of free PDF books and manuals waiting to be discovered right at your fingertips.

FAQs About Etap 6 Users Manual Books

What is a Etap 6 Users Manual 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 Etap 6 Users Manual 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 Etap 6 Users Manual 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 Etap 6 Users Manual 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 Etap 6 Users Manual 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 Etap 6 Users Manual :

~~how to automate customer service with AI in the United States BATCH53-300~~

~~complete beginner guide to write blog posts using AI without paid ads BATCH53-2126~~

step by step guide to automate dropshipping with AI step by step BATCH53-1863

~~easy method to grow email list using AI that actually works BATCH53-1140~~

free way to rank website using AI SEO tools step by step BATCH53-2400

best way to write blog posts using AI for beginners BATCH53-1372

~~low budget way to build AI automation agency with free tools BATCH53-1538~~

~~low budget way to offer AI services to clients step by step BATCH53-2377~~

~~proven strategy to use AI for local SEO for small business owners BATCH53-1545~~

~~free way to build website using AI with free tools BATCH53-1190~~

~~how to sell AI generated art for content creators BATCH53-1921~~

complete beginner guide to automate business with AI organically BATCH53-40

~~low budget way to create AI powered SaaS for small business owners BATCH53-1066~~

~~without experience how to generate leads using AI step by step BATCH53-688~~

easy method to make money with AI tools with free tools BATCH53-2385

Etap 6 Users Manual :

chapter 4 ventilation air california mechanical code 2016 - Nov 25 2022

web ventilation air supply requirements for occupancies regulated by the california energy commission are found in the california energy code kitchen cooking 7 5 0 12 20 2 restaurant dining rooms 7 5 0 18 70 2 general break rooms 5 0 06 table 4 b filter efficiencies for central ventilation and air conditioning

ebook kitchen ventilation california energy commission - Apr 18 2022

web kitchen ventilation california energy commission recommended changes to specifications for demand controlled

ventilation in california s title 24 building energy efficiency standards sep 19 2023 in demand controlled ventilation dcv rates of outdoor air ventilation are automatically modulated as occupant density varies

[kitchen ventilation code what you need to know hunker](#) - May 20 2022

web dec 27 2021 the relevant standard which forms the basis for the california ventilation code is ashrae standard 62 2 2007 california requires kitchen ventilation in all new construction and remodels and even if your local authorities don t require it you should address it anyway

kitchen ventilation california energy commission - Feb 14 2022

web discussing advanced theories of and design approaches for kitchen ventilation it is a useful reference resource for a wide range of readers including hvac researchers designers and architects

home california conference of directors of environmental health - Mar 18 2022

web california conference of directors of environmental health serving 58 counties and 4 cities learn more jobs careers click here to view the jobs board submit a job for posting or view information on careers in environmental health resources documents

california energy commission commercial kitchens - Jun 01 2023

web what is covered in a commercial kitchen the energy code has requirements for kitchen exhaust systems and replacement air air used to replace the exhausted air from outside or transferred from other spaces type 1 exhaust hood flow rates ventilation air and energy efficient features and controls kitchen exhaust systems

title 24 revisions kitchen hoods docket12 bstd 01 california - Sep 23 2022

web the energy commission s proposed revision would prohibit replacement air introduced directly into the hood cavity of kitchen exhaust hoods from exceeding 10 percent of the hood exhaust flow rate specifically the revision would add section 140 9 b 1 a to read

[effective kitchen ventilation for healthy zero net energy homes](#) - Jul 02 2023

web document title effective kitchen ventilation description document relied upon cec publication number cec 500 2021 005 this report was prepared as the result of work sponsored by the california energy commission it does not necessarily represent the views of the energy commission its employees or the state of california

[2022 what s new single family california energy commission](#) - Sep 04 2023

web vented kitchen range hoods require ventilation rates or capture efficiencies based on conditioned floor area and fuel type see tables 150 0 e f g 150 0 o 1g installed heat recovery ventilation hrv and energy recovery ventilation erv systems must have a home energy rating

effective kitchen ventilation for healthy zero net energy homes - Oct 25 2022

web to request developed which technical basis for updating kitchen ventilation requirement to protect your in latest california homes especially in smaller homes common among low income renters effective kitchen ventilation for healthy zero net energy homes with natural gas california energy commission code compare ventilation

effective kitchen ventilation for healthy zero net energy homes - Feb 26 2023

web jan 1 2021 past studies indicate that kitchen ventilation that minimally complies with california s residential building code is inadequate at controlling combustion pollutants from natural gas burners and particulate matter produced during cooking effectiveness is further limited by misperceptions that kitchen ventilation is infrequently needed

2021 building energy efficiency standards summary - Aug 03 2023

web the california energy commission cec is the state s primary energy policy and planning agency with a mission to lead the state to a 100 percent clean energy future the cec develops policy to reduce energy usage and costs limit the environmental impacts of energy generation and use and ensure a safe resilient and reliable supply of energy

effective kitchen ventilation for healthy zero net energy homes - Jan 28 2023

web 01 2021 authors singer brett c wanyu r chan william w delp iain s walker haoran zhao abstract past studies indicate that kitchen ventilation that minimally complies with california s residential building code is inadequate at controlling combustion pollutants from natural gas burners and particulate matter produced during cooking

effective kitchen ventilation for healthy zero net energy homes - Oct 05 2023

web jan 21 2021 this project developed the technical basis for updating kitchen ventilation requirements to protect health in new california homes especially in smaller homes common among low income renters effective kitchen ventilation for healthy zero net energy homes with natural gas california energy commission

report library california energy wise - Jun 20 2022

web opt in i want to receive emails about utility energy efficiency education and training programs this program is funded by california utility customers and administered by southern california edison southern california gas company and pacific gas and electric company under the auspices of the california public utilities commission

demonstration of high efficiency commercial cooking equipment and - Mar 30 2023

web mar 26 2021 frontier energy inc operator of the food service technology center conducted a comprehensive commercial kitchen equipment demonstration of the quantitative and qualitative benefits of innovative high efficiency gas cooking equipment and advanced commercial kitchen ventilation systems in different types of commercial

commercial and industrial fans and blowers california energy commission - Jul 22 2022

web commercial and industrial fans and blowers are used in commercial buildings commercial kitchen air movement systems industrial processes and agricultural ventilation the california energy commission cec standards include definitions a test

procedure and reporting requirements

improving commercial kitchen ventilation system performance - Dec 27 2022

web guide no 1 commercial kitchen ventilation selecting sizing ex haust hoods design guide 2 was previously published by the california energy commission under the title improving commercial kitchen venti lation performance introduction an effective commercial kitchen ventilation ckv system requires bal ance air balance that is

ventilation and air quality in new california homes with gas appliances - Apr 30 2023

web mar 30 2020 documents conditioning air that enters california homes through building and ductwork leaks uses a substantial amount energy typically about a third of all energy used for heating and cooling so making energy use more efficient by sealing leaks is essential to achieving zero energy homes in california

indoor air quality in california homes with code required - Aug 23 2022

web 11 ventilation requirements that were a hybrid of the requirements in the 2007 and 2010 versions of 12 the ashrae standard 62 2 for residential ventilation³ the california standard required exhaust 13 fans in the kitchen and every bathroom and general ventilation for the dwelling unit that could be

bittersweet definition usage examples dictionary com - Nov 29 2022

web bittersweetly definition 1 in a way that makes you feel both happy and sad 2 in a way that makes you feel both happy and learn more

bittersweet adjective definition pictures pronunciation and - Apr 03 2023

web see bittersweet in the oxford advanced american dictionary check pronunciation bittersweet definition of bittersweet adjective in oxford advanced learner s dictionary

bittersweet how sorrow and longing make us whole - Feb 18 2022

web may 28 2021 wonwoo x mingyu bittersweet feat leehi official mvcredits directed by kim jong kwan1st ad heungmin kim2nd

how to use bittersweet in a sentence properly the content - Mar 22 2022

web apr 5 2022 bittersweet is a little more nebulous in strategy but boiled down is a defence of the melancholic personality one of the types identified by aristotle also explored in

bittersweet wiktionary the free dictionary - Mar 02 2023

web aug 31 2023 the dark green mooncake is loaded with matcha infused salted egg yolk custard which gives a bittersweet taste figurative expressing contrasting emotions

wonwoo x mingyu bittersweet feat leehi official mv - Jan 20 2022

web traducir bittersweet agridulce agridulce agridulce agridulce más información en el diccionario inglés español

tureng bittersweet türkçe İngilizce sözlük - Jun 05 2023

web bittersweet s iyi ve kötü 4 genel bittersweet s acı tatlı dyeing 5 boyacılık bittersweet i kırmızımsı bir turuncu tonu gastronomy 6 mutfak bittersweet s acıtatlı

bittersweet definition in the cambridge english - Sep 08 2023

web bittersweet meaning 1 containing a mixture of sadness and happiness 2 tasting both bitter and sweet 3 containing a learn more

bittersweet definition in american english collins - May 04 2023

web nov 7 2023 both pleasant and painful or regretful a bittersweet memory noun 3 also called woody nightshade a climbing or trailing plant solanum dulcamara of the

bittersweetness definition in american english collins - Jun 24 2022

web define bittersweet bittersweet synonyms bittersweet pronunciation bittersweet translation english dictionary definition of bittersweet adj 1 bitter and sweet at the

bittersweet definition meaning britannica dictionary - Jul 26 2022

web chawl nov 01 2023 bittersweetness definition the quality of being bittersweet meaning pronunciation translations and examples in american english

bittersweet climbing vine ornamental berries - Feb 01 2023

web bittersweet from longman dictionary of contemporary english related topics tastes odours bit ter sweet ,bitə'swi:t tər adjective 1 feelings memories or experiences

[bittersweet definition meaning synonyms vocabulary com](#) - Aug 27 2022

web britannica dictionary definition of bittersweet more bittersweet most bittersweet 1 having both bitter and sweet flavors bittersweet chocolate 2 combining sadness and

bittersweet meaning of bittersweet in longman - Dec 31 2022

web both pleasant and painful or regretful a bittersweet memory noun also called woody nightshade a climbing or trailing plant solanum dulcamara of the nightshade family

bittersweet definition meaning merriam webster - Aug 07 2023

web the meaning of bittersweet is something that is bittersweet especially pleasure accompanied by suffering or regret how to use bittersweet in a sentence

bittersweet traducir al español cambridge dictionary - Dec 19 2021

bittersweetness definition and meaning collins english - Apr 22 2022

web how to use bittersweet in a sentence properly events places people experiences etc evoke feelings of happiness or grief they rarely manage to induce the two contrasting

bittersweet definition of bittersweet by the free dictionary - May 24 2022

web nov 08 2023 someone s sidekick is a person who accompanies them and helps them and who you consider to be less intelligent or less important than the other person

bittersweet definition and meaning collins english - Jul 06 2023

web 2 days ago both pleasant and painful or regretful a bittersweet memory noun 3 also called woody nightshade a climbing or trailing plant solanum dulcamara of the

bittersweet wordreference com dictionary of english - Sep 27 2022

web the adjective bittersweet describes a taste that is a blend of bitter and sweet bittersweet chocolate for example contains more chocolate and less sugar than milk chocolate or

bittersweet english meaning cambridge dictionary - Oct 09 2023

web bittersweet definition 1 containing a mixture of sadness and happiness 2 tasting both bitter and sweet 3 containing a learn more

bittersweetly english meaning cambridge dictionary - Oct 29 2022

web both pleasant and painful or regretful a bittersweet memory n plant biology also called woody nightshade a climbing or trailing plant solanum dulcamara of the nightshade

class iv mathematics lab manual activities 1 16 - Dec 05 2022

web we are providing something unique useful and most importantly fun by giving students a tool to find instant solutions to their doubts we re trying to make every student self sufficient in practicing completing their homework

maths lab class lab 4 trigonometric functions activity 4 1 youtube - Oct 03 2022

web maths lab class lab 4 trigonometric functions activity 4 1 trigonometric values

list of hands on activities in mathematics for classes - Apr 28 2022

web 4 class 4 activity 1 to draw the following on a dot paper i triangle ii square iii rectangle activity 2 a to find the centre of a circle by paper folding and verify that length of radius of the circle is always same b to make a geometrical design using compass and a ruler

ncert class 4 new books for maths lab manual chapter activities - Jul 12 2023

web ncert class 4 new books for maths lab manual chapter activities for i to v 1 16 includes all the questions given in cbse syllabus here are all questions are solved with a full explanation and available for free to download ncert class 4 new books for maths lab manual chapter activities for i to v 1 16 are given below

laboratory manuals ncert - Aug 01 2022

web mathematics activities for class x 1 to 10 activities for class x 11 to 20 activities for class x 21 to 32 projects 10
 1 to 10 10 11 to 20

maths lab ideas and printables brighton international - Sep 14 2023

web nov 11 2013 maths lab a place where a maths teacher can demonstrate a lot of concepts through various interactive physical tools i have been searching all over the net most of the material available is either do it yourself diy printable worksheet or maths lab equipment

grade 4 math worksheets mathinenglish com - Mar 08 2023

web our 4th grade math worksheets are free and printable in pdf format based on the these worksheets are made for students in grade level 4 the fourth grade math sheets cover whole numbers and rounding off addition and subtraction division and long division multiplication estimation fractions decimals mixed operations geometry factors

activity 1 ncert - May 30 2022

web a of digit numbers through concrete objects 2 the activity can be extended to understand the sum of two digit numbers by taking mala consisting of 100 balls beads 2 objective to develop the sense of estimation in addition and subtraction of numbers material required pebbles or bottle caps pencil pen paper demonstration

cbse maths lab manual class 6 to 8 with activities and projects - Sep 02 2022

web the activities mentioned in the maths lab manual class 6 to 8 focus on activity based learning so that students can make observations collect data classify analyse make hypotheses draw inferences and arrive at a conclusion to establish the objective truth download cbse maths lab manual for classes 6 7 and 8 pdf

math lab activities the teacher s guide - Nov 04 2022

web using cubes math lab 2 distributive property and area students use dice and graph paper to demonstrate the distributive property math lab 3 area and perimeter students construct pens with certain areas and perimeters math lab 4 area students take measurements and calculate the area of rectangles math lab 5 lego factors

math for grade 4 math practice tests worksheets quizzes - Aug 13 2023

web grade 4 math practice questions tests teacher assignments teacher worksheets printable worksheets and other activities for singapore school math olympiad sat subject test math level 1 kangaroo sasmo and seamo

viva math lab activity cbse book class 4 maths lab activity class 4 - Jun 11 2023

web maths lab activity is a series of 8 books for classes 1 to 8 each book in the series is organized in a logical sequence to help students to learn gradually and comfortably the content is selected keeping in mind the latest guidelines framed by the cbse features of the book group projects classroom activity activity help sheets number game

[cbse class 4 maths activities studiestoday](#) - Feb 07 2023

web activity 1 to draw the following on a dot paper i triangle ii square iii rectangle activity 2 a to find the centre of a circle by paper folding and verify that length of radius of the circle is always same b to make a geometrical design using compass and a ruler c to make a pattern of different circles with

[singapore math worksheet grade 4 primary 4 sg teachers](#) - Apr 09 2023

web add sub mul div table teachers tools maths worksheets download math worksheet grade 1 math worksheet grade 2 math worksheet grade 3 math worksheet grade 4 math worksheet grade 5 math worksheet grade 6

[the math lab secondary maths tuition centre in singapore](#) - Oct 15 2023

web aug 15 2021 welcome to the maths lab the learning hub for primary secondary and jc maths the maths lab was started by 2 ex moe maths professors with a simple goal of making the learning of maths efficient engaging fun unlike other tuition centers we have chosen to focus only on maths because we believe it is where our core strength

[viva start up maths lab activity for class 4 mybookshop](#) - Jun 30 2022

web buy online viva start up maths lab activity for class 4 by akanksha dudpuri at lowest price on mybookshop co in

cbse class 4 maths activity 4 studiestoday - Jan 06 2023

web download pdf read and download cbse class 4 maths activity 4 in ncert book for class 4 mathematics you can download latest ncert ebooks chapter wise in pdf format free from studiestoday com this mathematics textbook for class 4 is designed by ncert and is very useful for students

[maths lab activity class 4 5 6 maths project tlm types of](#) - May 10 2023

web aug 17 2017 hi friends i have made this video to explain the types of angle by rotating discin geometry there are three types of angles acute angle an angle between 0

math activity on cbse syllabus with interactive multimedia - Mar 28 2022

web maths class 1 maths class 2 maths class 3 maths class 4 maths class 5 maths class 6 maths class 7 maths class 8 maths class 9

during maths lab activity teacher gives four sticks of lengths 6 - Feb 24 2022

web standard ix mathematics during maths lab activity teacher gives four sticks of lengths 6 cm 6 cm 4 cm and 4 cm to each student to make different types of quadrilateral she asks following questions from the students q write the name of quadrilateral that can be formed with these sticks