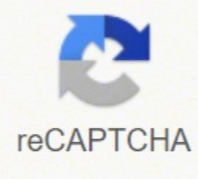




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Table 2. The luminosity-specific PS number for template galaxy models<sup>(1)</sup>

Age (Myr)	E			S0			SB					
	M <sub>500</sub>	B-V	log <sub>10</sub> σ	M <sub>500</sub>	B-V	log <sub>10</sub> σ	M <sub>500</sub>	B-V	log <sub>10</sub> σ			
1.0	-21.10	0.66	-7.84	-6.87	-23.22	0.58	-7.94	-6.98	-23.11	0.55	-7.90	-7.02
2.0	-22.48	0.72	-7.49	-6.56	-22.67	0.63	-7.51	-6.67	-22.66	0.58	-7.59	-6.74
3.0	-22.13	0.76	-7.18	-6.43	-22.36	0.61	-7.27	-6.54	-22.42	0.59	-7.36	-6.63
4.0	-21.89	0.79	-6.98	-6.36	-22.14	0.67	-7.09	-6.47	-22.23	0.60	-7.20	-6.57
5.0	-21.70	0.81	-6.84	-6.32	-21.97	0.69	-6.95	-6.43	-22.13	0.61	-7.08	-6.54
6.0	-21.54	0.83	-6.71	-6.30	-21.84	0.70	-6.84	-6.41	-22.03	0.62	-6.97	-6.52
8.0	-21.30	0.86	-6.55	-6.28	-21.62	0.72	-6.66	-6.38	-21.88	0.63	-6.81	-6.49
10.0	-21.11	0.88	-6.41	-6.27	-21.45	0.74	-6.53	-6.37	-21.76	0.63	-6.68	-6.48
12.5	-20.92	0.90	-6.29	-6.28	-21.29	0.75	-6.42	-6.37	-21.65	0.64	-6.58	-6.48
15.0	-20.76	0.92	-6.20	-6.29	-21.15	0.76	-6.41	-6.38	-21.57	0.65	-6.57	-6.49

Age (Myr)	E			M			SB					
	M <sub>500</sub>	B-V	log <sub>10</sub> σ	M <sub>500</sub>	B-V	log <sub>10</sub> σ	M <sub>500</sub>	B-V	log <sub>10</sub> σ			
1.0	-21.80	0.55	-7.99	-7.03	-22.12	0.51	-8.06	-7.00	-20.29	0.50	-8.03	-7.73
2.0	-22.47	0.55	-7.65	-6.90	-22.08	0.48	-7.80	-6.94	-21.96	0.54	-8.57	-7.55
3.0	-22.34	0.54	-7.48	-6.72	-22.11	0.49	-7.86	-6.91	-21.89	0.56	-8.31	-7.41
4.0	-22.26	0.54	-7.33	-6.62	-22.18	0.46	-7.56	-6.89	-21.80	0.58	-8.13	-7.30
5.0	-22.22	0.54	-7.22	-6.66	-22.25	0.46	-7.48	-6.88	-22.04	0.59	-7.98	-7.21
6.0	-22.19	0.54	-7.14	-6.65	-22.32	0.46	-7.41	-6.88	-22.24	0.60	-7.86	-7.15
8.0	-22.15	0.54	-7.00	-6.64	-22.44	0.47	-7.29	-6.84	-22.55	0.62	-7.67	-7.05
10.0	-22.13	0.55	-6.90	-6.63	-22.54	0.48	-7.19	-6.82	-22.79	0.63	-7.53	-6.99
12.5	-22.12	0.55	-6.81	-6.63	-22.64	0.49	-7.10	-6.79	-23.03	0.65	-7.39	-6.93
15.0	-22.11	0.56	-6.79	-6.63	-22.73	0.49	-7.05	-6.77	-23.23	0.66	-7.29	-6.88

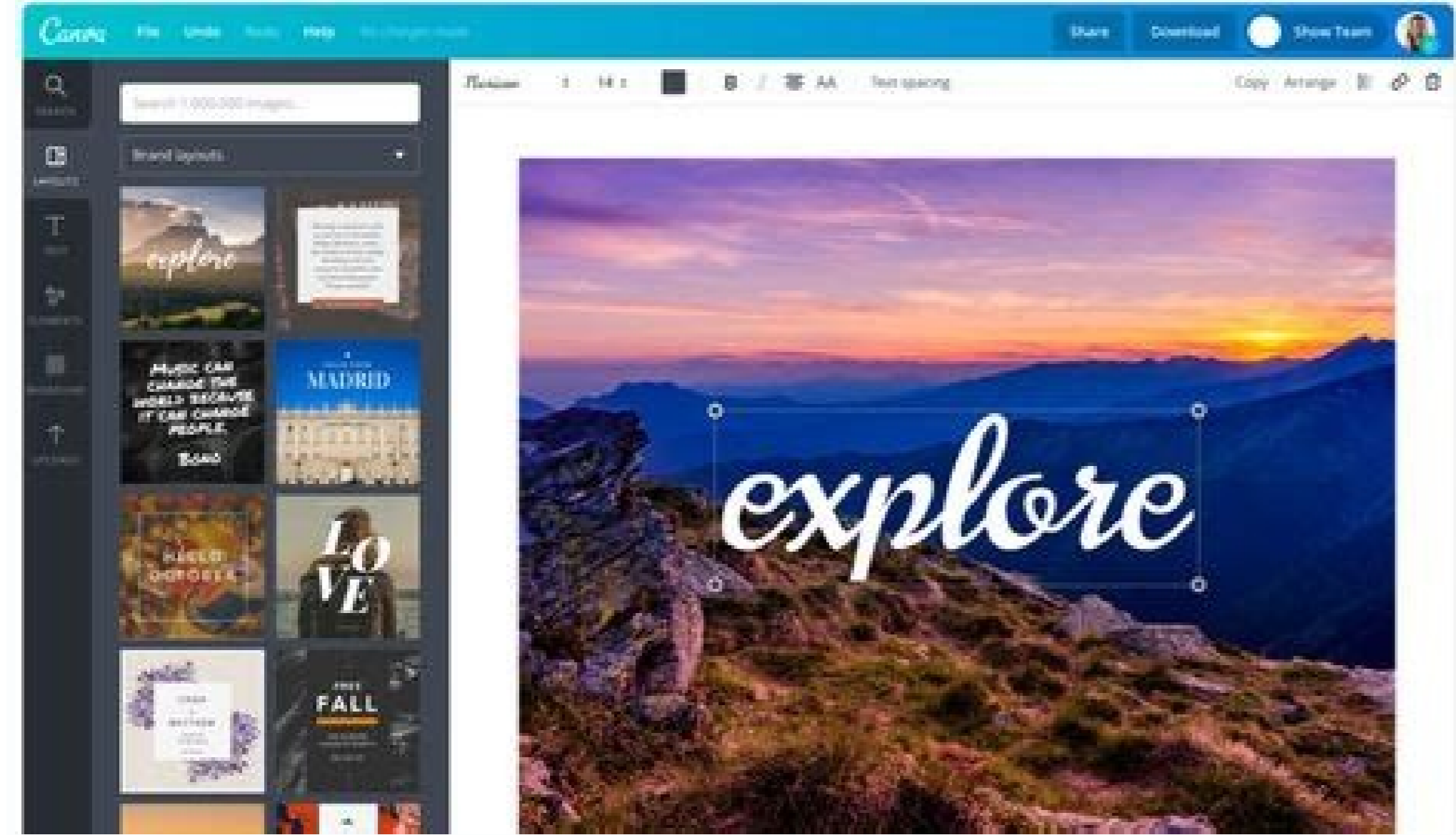
<sup>(1)</sup> Models are for a Salpeter IMF.  
 log<sub>10</sub>σ = luminosity-specific PS number assuming a theoretical IMF with a fixed Kormendy mass loss parameter γ = 0.3.  
 log<sub>10</sub>σ = luminosity-specific PS number assuming an empirical IMF according to Weidmann (2006).



Red Hat Enterprise Linux 7 System Administrator's Guide

Deployment, Configuration, and Administration of Red Hat Enterprise Linux 7

- |               |                   |                 |
|---------------|-------------------|-----------------|
| Maxim Sytunov | Marie Doleželová  | Stephen Wadeley |
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| Jana Heves    | Petr Kovář        | Peter Ondrejka  |
| Petr Boloň    | Marie Pospíšilová | Elisa Šebotová  |
| Eva Kopalová  | Miroslav Svoboda  | David O'Brien   |
| Michael Hideo | Don Domingo       | John Ha         |



FIRST NAME:.....

QUIZ 4

Date: 04.10.2020

SECOND NAME:.....

MARK

<b>A) Complete the sentences with simple present (5)</b> 1. Tom .....(take) a nap in the afternoons. 2. Tim and Tom .....(wake) up at 10 on Sundays. 3. He always.....(do) something. 4. I .....(have) lots of work to do at nights.(-) 5. Their lesson .....(start) early every day.(-)	<b>B) Complete the sentences with present contin.(5)</b> 1.Tom .....(take) a nap in the afternoons. 2.Tim and Tom .....(wake) up at10 on Sundays. 3.He always.....(do) something. 4.I .....(have) lots of work to do at nights.(-) 5.Their lesson .....(start) early every day.(-)
<b>C)Complete the sentences with simple past. (5)</b> 1.Tom .....(take) a nap yesterday afternoon. 2.Tim and Tom .....(wake) up at10 last Sunday. 3.He.....(do) something two days ago. 4.I .....(have) lots of work to do last night.(-) 5.Their lesson .....(start) early yesterday.(-)	<b>D) Complete with MUST. (5)</b> 1.Tom .....(take) a nap in the afternoon. 2.Tim and Tom .....(wake) up at10 on Sundays. 3.He.....(do) something on Saturdays. 4.I .....(have) lots of work to do at nights.(-) 5.Their lesson .....(start) early every day.(-)
<b>A)Simple present with verb BE(5)</b> 1. Tom ..... 12 years old. 2. I ..... interested in football. 3. Ted and I ..... close friends. 4. There ..... a lot of things to do. (-) 5. Our car ..... over there.(-)	<b>B)Present Continuous with verb BE(5)</b> 1.Tom ..... 12 years old now. 2.I ..... interested in football at present. 3.Look! Ted and I ..... close friends. 4.There ..... a lot of things to do today. (-) 5.Our car ..... over there now.(-)
<b>C)Simple past with verb BE(5)</b> 1. Tom ..... 12 years old last year. 2.I ..... interested in football in the past. 3.Ted and I ..... close friends in primary school. 4.There ..... a lot of things to do last night. (-) 5.Our car ..... over there yesterday.(-)	<b>D) Complete with WILL. (5)</b> 1.Tom ..... 12 years old next year. 2.I ..... interested in football soon. 3.Ted and I ..... close friends next year 4.There ..... a lot of things to do tomorrow. (-) 5.Our car ..... over there tomorrow.(-)

E) Fill in the blanks with "Shall we, What about/How about, Would you like, Why don't", Let's. (10)

- ..... skipping meal?
- ..... to invite all your close friends?
- ..... have some beverages.
- ..... preparing some cookies?
- ..... to build underwater cities?
- ..... seeing the historic sites?
- ..... use environmentally-friendly products.
- ..... you join us after school?
- ..... help mother on Saturday?
- ..... write our diaries?

F) Write some/ any / a /an / how many / how much. (10)

- ..... sugar do you need?
- ..... desks are there in the class?
- They expect ..... easy question.
- We must prepare ..... perfect term paper.
- Is there..... vinegar at home?
- Would you like ..... coffee?
- There is..... apple juice in the bottle.
- Are there ..... salt on the table?
- I don't have ..... friends with me.
- Can I have ..... coffee?

G) Write a question for the underlined word. (10)

1) Sue is preparing a guest list.

1. ....
2. ....

2) Rose is patient and hardworking. Rose is cute.

1. ....
2. ....

3) Terry wrote me the details after school

1. ....
2. ....

4) I leave home for school at 8 o'clock on Fridays.

1. ....
2. ....

5) Yes, they have two cars.

1. ....
2. ....

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We treat each other with kindness and respect. Their values statement informs the way the company looks and behaves. In his book, Hsieh argues how company culture and employee happiness are sustainable means to having a business of passion, profits and purpose. However, they are reports they are using a decentralised approach, but just not specifically Holacracy in its pure form. Ever sat down and tried to figure out a formal values statement for your company, whether as a team or for yourself as a professional? According to former CEO Tony Hsieh, only 3% of people take the money. So the question becomes – what is it that’s attracting the customer? The other 97% take the job. Their values also allow them the efficiency to keep fares ultra low. Or is it the embodiment of values in the behavior of their employees? It transforms outdated command hierarchies into agile, self-organizing networks.” Zappos adopted this new way of working in 2014, believing that as they expanded, their relationships with customers would improve by cutting through the levels of management. Zappos company culture reputation supersedes what it sells. Want your culture to have just as much impact? What was the most interesting thing you learned? If you’re intrigued about Holacracy, I shared more about my experience of Holacracy training on a blog, but I feel it’s important to dive deeper into this new way of working. In 2016, Forbes magazine issued an article stating that although Holacracy obviously had some flaws, it most likely will save the future of business. We believe in making our customers more powerful. Web design? The Zappos interview process has become almost famous, and many companies now replicate their recruitment and onboarding because it delivers such an impact in instilling company values from the start. In 2019, Tony Hsieh, together with the employees of Zappos, published a book (The Power of WOW - How to Electrify Your Work and Your Life by Putting Service First), in which “Zapponians from every part of the business share powerful stories and lessons that they have learned in business and life”. Out of 512 reviews, 39 included “work environment”, mostly in a positive light while 34 other reviews included “Holacracy”, mostly in a negative light. A particularly important milestone not included in the list - perhaps because it is not a milestone or destination but rather an ongoing goal - is their aim to show the world of consumers and businesses that they do not have to choose between people and profits. Their core values are such an important part of Zappos that they print them on the packaging. It’s still all about them. We ran through a Zappos-style values exercise at our recent all-hands company meeting for Copyblogger Media. It’s in giving customers what they want. For another, we weren’t trying to come up with messages to print on the side of a shoe box. Today, Zappos boasts on its website the many milestones reached over this period with some highlights, including opening its first fulfilment centre, housing 100 customer service staff, moving to a Holacracy model as well as expanding its inventory with brands like New Balance and Nike. - You can listen to my podcast with former CEO Robin Roth from Traidcraft and how they implemented Holacracy. Zappos uses their value statement as a kind of corporate DNA. Based on their belief that it is possible for customers and employees to be simultaneously satisfied and fulfilled, Hsieh’s idea still serves as the foundation and one of the core values of Zappos’ company culture today. From the thread, it becomes clear that Holacracy was a sticking point in the culture, and this is something that’s been well-documented by both Zappos and the media. Employees would have agency to make decisions, quickening resolution times and providing teams with a sense of ownership of their work and assuredly a feeling that they are trusted and their opinions matter within the company. It immediately gives us an indication of how Zappos positions itself on the market: “the brand with the wow factor” And it’s not just wanting to WOW in business. Marketing is communication ... My definition of marketing is “Everything you communicate to your customers and prospects.” Note that “communication” isn’t always explicit. I headed to Glassdoor to see what former and current employees have to say about Zappos’ company culture. “WOW” - a simple yet powerful, three-letter word that’s hard to miss as it flashes across the company’s About page. I’d love to hear about it in the comments. People fly Southwest because the people who work there are nice and the fares are cheap. Matt Frazier over at No Meat Athlete runs a values-based business. Company values are unequivocally essential in any successful business and are a primary step a founder should make in establishing their business model. Lived company values contribute to how a business is viewed not only among the public but inhouse. Further hitting home an idea of community among employees, Zappos gave its staff the opportunity to have their say as to what the company’s core values should be. It tells the company how it should grow. People buy the kind of dog food that they think will keep their dog happy and healthy, and that fits their family budget. When there are problems, we believe in pitching in together to make things right. Not really. Sitting down together and figuring out your values can be a silly corporate time-waster, or it can be a meaningful and moving process. It isn’t even always conscious. Values like “Deliver WOW through service” and “Pursue growth and learning” let employees and customers know who the company is. HBR’s position is that customers want to share a “higher purpose” with business. Southwest’s values are key to that nice, friendly work force. Holacracy.org describes Holacracy as “a management practice that’s designed for how we work today. Did we unearth any values that truly surprised anyone? In the book Zappos prides itself on becoming a company founded entirely on community, fun, and a strong company culture made up of loyal, hardworking, and like-minded employees. What makes the difference? Always. So do you need a Zappos style values statement? Implemented in 2015, all prospective employees face not one but two interviews: one for business and another for company culture, in order for the company to make sure that they truly are a match made in heaven. In another publicity Youtube video, various members of Zappos staff drive home a unified message that says each and every employee has the ability to affect a company in both a positive or negative way, and that the hiring process shouldn’t be taken lightly. It’s a social test for everyone - can we all work together? Harvard Business Review asserts that people fly Southwest because they share the value of “democratization of air travel,” and buy Pedigree dog food because they share the value that “every dog deserves a loving home.” Does that ring true to you? Intrigued about Holacracy? He was a true visionary with one particular goal in mind: for companies to focus not only on the needs of their customers but the happiness of their own employees’ as well. Maybe it’s as simple as standing up and saying that Yes, we believe in profit – but that’s not the only thing we believe in. This is extremely fashionable at the moment, with businesses all over the web switching to taglines that start with the words: We believe. But for dog food? And, although arguably the company itself needs to establish a company culture, it is the people themselves, after all, that will dictate the tone, morale and values of any successful company. Zappos undoubtedly wants us to believe that they consider their staff the most valuable resource, even over product. Yes, they’re asked if they want to leave! The test here is to understand if people are truly committed to the company. The secret isn’t necessarily in the values. And the conversations were fascinating. Just a year after Amazon bought Zappos for \$1.2 billion in 2009, Hsieh published his best seller book, Delivering Happiness, explaining their personal and professional approach at Zappos as a goal “for our employees to think of their work not as a job or career, but as a calling”. Software? So if your values statement exists to make you feel awesome about yourself, maybe you should skip it. There’s a lot of back and forth about the value of online “engagement” for businesses. New recruits are offered \$3,000 to leave the company. But if it helps you give customers exactly what they want, the way they want it, you’re probably on to something. So do customers care what you believe? - Contact me to discover how to establish a co-created culture with purpose. The Zappos model One of the poster children for the “values” argument is Zappos – the online shoe store that operates around a celebrated set of core values. This may all sound extreme, but when you take into account how much time and money goes into recruitment, and how much Zappos have invested in their company culture, they are taking no risks of adopting a bad hire. A recent article from Harvard Business Review asserts that customers don’t care much about interaction with businesses – instead they feel most engaged (and buy more) when they believe they share values with the company. Judging from their bio (“a service company that just happens to sell .....”), it’s evident that Zappos wants to be known as much more than just your average shoe retailer, and they are. While the company has a strong customer-centric message, the biggest thing they pride themselves on is its fun and innovative company culture. Zappos’ origin story begins in 1999, in the era of the so-called Y2K bug which, at the time, threatened people’s way of life as they knew it back then. Get instant updates on my latest culture insights, as well as exclusive invitations to webinars and events (no spam here, pinky promise) Fast forward to today, Zappos hasn’t updated its website with any new insights into their adopted Holacracy model and there are rumours that the company has quietly backed away from using the system. It’s the template for the decisions they make and the processes they put into place. For some businesses, the answer is clearly Yes. Is it the statement of values on the side of the shoe box? The values inside those companies may very well help deliver what customers want. It was the process of articulating and sharing them that created the benefit. But are they really? It doesn’t to me. Glassdoor is by no means a perfect litmus test to understand what’s truly going on in a company culture, but it gives a small insight into the things people value, and where things may have opportunities for improvement. The culture test is where prospective employees will meet many other members of the Zappos team that they’ll be working with. Brands like Patagonia and Pritus get a lot of mileage out of building a tribe around shared values. According to Zappos, they are striving to “deliver happiness through the four Cs: Commerce, Customer Service, Company Culture and Community”. Back to the dog food and air travel question. Or is it just another feel-good buzzword? And that translates directly into how we treat people – customers, guest writers, colleagues, vendors, prospects – everyone. Perhaps the key to success lies in company culture after all? Air travel? They were narrowed down to the following 10, which have been in place since 2006: Deliver WOW Through Service Embrace and Drive Change Create Fun and a Little Weirdness Be Adventurous, Creative, and Open-Minded Pursue Growth and Learning Build Open and Honest Relationships With Communication Build a Positive Team and Family Spirit Do More With Less Be Passionate and Determined Be Humble From the outside looking in, we can come to a conclusion from these values that Zappos views the importance of delivering excellent customer service and a healthy community in equal measure. Remember when that was our biggest threat to society? However, for some creative and innovative minds, including Zappos founder Nick Swinmurn, it also meant a once in a lifetime opportunity to dream big, aim for the stars and create something bold and new - and so Zappos was born. How about you? Again, it’s simply another way of working that can create far more agility than traditional organisational models. According to former Zappos HR Director Rebecca Henry, the recruitment process is more like a courtship than a HR process. Taking things a step further in true Zappos style. And cool. Do they care about it? For me, working on our values with our whole team was tremendously powerful. (That’s a technique I stole from Tony Hsieh, Zappos’ CEO.) Our developers and support crew and writers and designers are all very different from one another – but seeing how similar we were in certain ways was eye-opening. We were trying to figure out our own best selves – how to behave in line with our strongest, wisest internal compass. Does the word engagement actually mean anything at all? Aside from Holacracy, the reviews for Zappos culture make it one of the best places to work in the US. By all means, adopting any new way of working is not going to be an easy ride, and Holacracy itself is not perfect. In 1999, Swinmurn partnered with Tony Hsieh who first joined Zappos as an advisor and investor, then chief executive in 2001; in 2010 he eventually became CEO of the company after helping Zappos.com blossom into one of the most successful online companies ever, starting from nearly ground zero. It’s dating that person, before jumping straight into the marriage. Do customers want more engagement with the businesses they frequent?

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