

General Membership Meeting

May 23, 2021

President Scanlan called the meeting to order at 9:39 am.

ROLL CALL OF OFFICERS:

PRESENT:

TUIA'ANA SCANLAN, PRESIDENT
JAMES TAKAHASHI, INTERIM VICE PRESIDENT
SHAWN CHRISTENSEN, SECRETARY-TREASURER
IRISH BARBER, BUSINESS REPRESENTATIVE
KAY CARTER, EXECUTIVE BOARD MEMBER-AT-LARGE
JEFFREY NIHIPALIDAY, EXECUTIVE BOARD MEMBER-AT-LARGE
CHRISTOPHER WIECKING, EXECUTIVE BOARD MEMBER-AT-LARGE
MELISA LENZ, EXECUTIVE BOARD MEMBER-AT-LARGE

ABSENT:

CHARLEY KA'EO, EXECUTIVE BOARD MEMBER-AT-LARGE (EXCUSED/WORKING)

Attendance by 20 members in good standing (3 of which must be members of the Executive Board) constitutes a quorum necessary to conduct union business. A quorum was present.

OUT OF ORDER:

Without objection, the election committee report was taken out of order as the first item of business. The results and processes of the election were presented from Election Judge Ron Evans. (report attached)

The Election Judge declared no election for the office of Vice-President, which will have a run-off election as per the locals constitution and bylaws (see section attached)

Installation of New Sergeant-at-Arms - Troy Scanlan was duly sworn in and assumed his duties as have all of the newly elected officials.

Without objection, Kaili Honbo, Harris Nakamoto, and Kay Matsui were invited into the meeting to discuss "AlohaCare" with the membership.

Aloha Care is a State and Federally funded health program. Their purpose is to help union members whose health coverage may have lapsed or expired. Qualification is based on income and assets.

Members can reach Aloha Health Care on their website Alohacare.org

Union help is another resource to help the members find and apply for various medical plans, they can be reached at 808-973-6490.

Minutes:

The minutes of the General Membership meeting for March were presented to the membership. Tania Kahale offered additional language and corrections to the minutes. President Scanlan provided a correction to the language and discussion ensued. Al Furuto moved to accept the additional language and Tania Kahale seconded and the motion passed.

Al Furuto then moved and James Takahashi seconded to accept the minutes as corrected, and the motion passed.

Financial report:

Secretary-Treasurer Shawn Christensen gave the financial report for April. (report attached) Dave Wallace moved to approve the report, Melisa Lenz seconded, and the motion passed.

Secretary-Treasurer's report/Correspondence: a brief mention of trade magazines received by the local.

Meeting takes a recess from 11:44 until 11:57.

Presidents Report: see attachment

Business Agent Report: See Attached

Unfinished business:

Bio- shield: research is being done to ascertain the country of manufacture and validity of their test results.

Run-Off Election Costs:

\$1528.00 cost estimate from Service Printers. James Takahashi moved to approve, Rob Kahsen seconded the motion and, following discussion, the motion passed.

Meeting Cancellation: due to a perceived date conflict with the Bi-Annual Convention a motion was made to cancel the June membership meeting. Akoni Ka'anoi moved to cancel the June meeting, Terri Ewton seconded. After discussion, Al Furuto called for the question, James Takahashi seconded, and the subsidiary motion passed as did the main motion.

BA Barber reported that the cost for the LM2 report from Miller/Caplan came in at less than half the original estimated price and was filed on time. Final price for this report was \$7065.00

President Scanlan reported on two (2) charitable golf events for the months of June and September. The Executive board recommended that the local sponsor a team of three (3)

Players at a cost of \$800.00. Henry Fordham moved to accept the board's recommendation and asked the Executive board to select the team. Kevin Kersting seconded the motion and it passed.

Meeting takes a recess from 1:33 p.m. to 1:45

Upon being called back in-order by President Scanlan, the report of the trial/trial committee was introduced. (see attached report by Lynn Nishimura). The trial board report (Irish Barber v Robin Kekuewa Wong) was read to the assembly. The trial board found Robin Wong guilty on all ten (10) charges, which were read to the assembly. The trial board recommended the following penalties:

- Charge # 1- Reprimand
- Charge # 2- Fine of \$100.00
- Charge # 3- Fine of \$1000.00
- Charge # 4- One (1) year suspension
- Charge # 5- Expulsion
- Charge # 6- Expulsion
- Charge # 7- Expulsion
- Charge # 8- Expulsion
- Charge # 9- One (1) year suspension
- Charge # 10 - Fine of \$5000.00

All monetary fines are in United States Dollars.

Arthur Wilson moved to approve the trial board's findings and Rob Kahsen seconded the motion and discussion ensued. Point of order by Kay Carter the trial board findings are accepted along with the trial board penalties. Wong can appeal to the International.

Following discussion, Shawn Christensen called for the question, Troy Scanlan seconded the call motion and it passed.

Motion made by James Takahashi to ~~reconsider~~ ~~postponement~~ the approval of the trial board's findings to a certain time (next general membership meeting) seconded by Dave Griffith, discussion ensues. Terri Ewton calls for the question and is seconded by Tania Kahale, and the motion to call for the question passed.

Voting takes place, after a recount the vote is a tie and Chair Scanlan votes in opposition to the motion and the motion failed.

Rob Kahsen motions to accept the trial board findings and approval of penalties, seconded by Dan Garab. Melisa Lenz calls for the question and is seconded by Arthur Wilson. The motion to call for the question passed, as did the main motion.

Motion to Adjourn is made by James Takahashi seconded by Gus Downes. Before adjournment Health and Welfare is offered and discussed.

Good and Welfare:

The Passing of Tony Lehman, Paula Hong and Liz Dahl. Condolences to Sheldon Lehman (son Tony) Mary Ann Chang (daughter Paula) Duke Duvauchele Jr. (passing of his father) Patrick Carzinha (loss of his grandfather) Ionatana Iese and Terek Iese (passing of their father) Chris Wiecking (passing of his father in-law)

Mark "kiwi" Kalaugher congratulations on his new grandson Cooper

Meeting adjourned at 4:01 pm

In Solidarity,

Shawn Christensen
Secretary-Treasurer IATSE Local 665
501 Sumner St #605, Honolulu, HI 96817
Office: 808-596-0227
Fax: 808-591-8213

BANK REPORTS FOR APRIL 2021

GENERAL FUND

MONTH	PREVIOUS BALANCE	TOTAL DEPOSITS
APRIL	\$166,624.50	\$127,872.19
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2021	\$229,174.17	\$65,322.52

BUILDING FUND

MONTH	PREVIOUS BALANCE	TOTAL DEPOSITS
APRIL	\$219,557.87	\$0.00
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2021	\$219,307.87	\$250.00

BUILDING SAVINGS

MONTH	PREVIOUS BALANCE	TOTAL DEPOSITS
APRIL	\$260,435.14	\$262.86
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2021	\$260,698.00	\$0.00

TRAINING TRUST FUND

MONTH	PREVIOUS BALANCE	TOTAL DEPOSITS
APRIL	\$142,798.85	\$0.00
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2021	\$142,798.85	\$0.00

BOH INVESTMENTS

MONTH	PREVIOUS BALANCE	TOTAL DIVIDENS
APRIL	\$2,947,477.21	\$6,056.90
YEAR	ENDING BALANCE	SECURITY BUYS
2021	\$2,952,865.98	\$4,560.80
YEAR	TOTAL FEES PAID	NET CASH MGMT
2021	\$668.13	\$827.97

Shawn Christensen

From: Tuia'ana Scanlan
Sent: Tuesday, June 01, 2021 5:09 PM
To: Irish Barber; Shawn Christensen; Kim Tripp; leann.chinen@boh.com; scott.goto@boh.com; DL0108CDMCServicing@boh.com; Fernando, Yolynne
Cc: depositsservicing@boh.com
Subject: FW: By-election results

From: Tuia'ana Scanlan
Sent: Monday, May 17, 2021 12:29 PM
To: Irish Barber <alohairish@iatse665.org>; 'al.union.furuto@gmail.com' <al.union.furuto@gmail.com>; Jim Takahashi <gridcloth@gmail.com>; Charley Kaeo <ckaeo57@gmail.com>; Kay Carter <causeway03@gmail.com>; Jeff NihipaliDay <jdolliegrip.now@gmail.com>; Kevin Kersting <krkfilm@hawaii.rr.com>; Chris Wiecking <chriswiecking@gmail.com>
Cc: 'l3nz@mac.com' <l3nz@mac.com>; 'schris10sen@hawaiiantel.net' <schris10sen@hawaiiantel.net>; 'troymscanlan@gmail.com' <troymscanlan@gmail.com>; 'jake@mailbox.org' <jake@mailbox.org>
Subject: By-election results

Aloha all,

As you're all aware, the ballots were counted last Friday, May 14th, 2021 at the L665 Hall. Below is the report from our election judge, Ron Evans. Unless a recount occurs and/or changes the results, I'd like to take this opportunity to welcome the new board members and officers – Secretary-Treasurer Shawn Christensen, EB members Chris Wiecking and Melisa Lenz, and Sergeant-at-Arms Troy Scanlan.

As no candidate for Vice President received the majority vote (50% of eligible ballots + 1), there will be a runoff election between the top 2 candidates – Henry Fordham and Nohea Nihipali. Details are below (Sorry, Tak, looks like you're stuck with us for a little longer). For more information on runoff elections, please see Article 6, Section 3-e (top-mid page 14 of the L665 C&B). Unlike a regularly scheduled election, by-election candidates take office on Election Day. At the moment, though Melisa won by one vote, we have yet to receive any correspondence from the other candidates for EB that indicates a desire for a recount. The GMM meeting this Sunday, May 23rd, 2021 at 930 am via Zoom, will clarify any further steps that need to be taken. That being said, the EB meeting is this Saturday, May 22nd, 2021 at 930 via Zoom (details to be sent later this week). Those newly elected officers (except the Sgt-at-Arms) will need to attend or request an excused absence.

Welcome aboard to our newly elected folks. And many thanks to the interim appointees for their service through these difficult times.

By Election judge- Ron Evans

Pickup-

Ballots were picked up from the Wahiawa post office PO Box at 2:30pm on 5-13-21. Committee member Anne Hoss was a witness.

Standard procedures followed.

We emptied the contents of the PO Box into a USPS flat rate box and checked with the clerk if there were any more ballots being held in overflow behind the counter. They confirmed that they had none and we had every piece of mail that was sent to the election PO Box.

We drove a few blocks to the wahiawa freshwater park to count the number of ballots that were returned.

190 ballots were returned

6 ballots were returned to sender.

Ballots were sorted in bundles of 25 and placed in the cardboard box. The box was sealed, taped, and signed and dated across the box and tape. Both judge and witness signed the top and bottom of the box. Photos were taken.

The cardboard box was placed in the official IATSE 665 union election box. The box was locked shut. Ron took the box and Anne took the key.

After discussion, we believed the 190 returned ballots is a historically low number for returned ballots. We went back to the post office at 3pm and asked a different clerk to double check if there were any ballots that may have been left behind. The 2nd clerk confirmed we had everything that was mailed to the PO Box.

Ballots were in my possession from 3pm until 830 am the following morning.

Counting-

Counting was done at 830 am 5-14-21 at the union hall.

The committee met and inspected the box. They were told of the previous days activities and opened the election box together. Everything inside was as it was expected to be and the committee unanimously agreed that the ballots and the boxes were not tampered with and everything was as it should be.

Ballots were recounted and everyone agreed there were 190 returns.

We checked the voter id numbers against a list of ineligible voters. No ballots were returned from members who are suspended, retired, or otherwise ineligible to vote.

Only one ballot was disallowed. The member blacked out their voted id number on the outside of the envelope. We could not tell if it came from an ineligible member so the committee unanimously agreed that the ballot was inadmissible.

With 189 admissible ballots we discarded the mailing envelopes with voter id numbers and we put the anonymous ballot envelopes back into the ballot box.

At this point all ballots are valid and anonymous.

We emptied the contents of the box and opened all the secret envelopes to reveal the ballots themselves. The committee checked every envelope to ensure that only one ballot was sent it and that every ballot has the union embossed seal.

All envelopes and ballots were acceptable. Counting was done in groups of 25.

Results-

Results as names appear on ballot

Vice President

66- Henry Fordham

73- Nohealani Nihipali

49- Willie Preston

Secretary treasurer
99- Shawn Christensen
64- David Griffith

Executive Board
42- Tiffany Asing
20- Jay Butler
31- Don Chong
15- Martin Gacusana
25- Rob Kahsen
56- Melisa Lenz
15- David Reyes
18- Marianne Tesauro
55- David Wallace
88- Chris Wiecking

Sergeant at arms
55- Mason Omalza
119 - Troy Scanlan

Summary-

Bylaws state that certain offices must be won by 50% of the votes plus 1. In the office of Vice President no candidate got to that amount so a runoff election will take place between the top two vote earners.

The 2nd vacancy for executive board was decided by 1 vote. Although the ballots were recounted several times during the day, it is a close enough margin to justify a recount of the members involved want to request one.

The offices of secretary treasurer and sergeant at arms both fulfill the 50% +1 requirement and no further action is needed for the member to be installed at the next meeting.

Congratulations to all newly elected members and thank you to all members who ran for office.

Please call if you have any questions or I can clarify anything.

Ron Evans
International Grip
808-554-1365
IATSE Local 665

In Solidarity,

Tuia'ana Scanlan
President, IATSE Local 665
he/him/his

501 Sumner Street, #605
Honolulu, HI 96817
email: president@iatse665.org
phone: (808)596-0227
fax: (808)591-8213

NOTICE: This information and attachments are intended only for the use of the individual or entity to which it is addressed, and may contain information that is privileged and/or confidential. If the reader of this message is not the intended recipient, any dissemination, distribution or copying of this communication is strictly prohibited and may be punishable under state and federal law. If you have received this communication and/or attachments in error, please notify the sender via email immediately and destroy all electronic and paper copies.

IRISH BARBER – BUSINESS AGENT’S REPORT FOR MAY 23RD, 2021
GENERAL MEMBERSHIP

CONGRATULATIONS: To our new officers, and MAHALO to everyone who threw their hats into the ring for the By-Election.

MAHALO to our crew who finished “I Know What You Did Last Summer” and Hallmark “Love For Real.” These were challenging shows, but the crews did a great job, and I had very few complaints on these shows.

ORGANIZING

Aloha Event Lighting has signed a union agreement with Local 665. This company is owned by member Michael Carreno and his entire company is working as IATSE employees. We will be signing a similar agreement with member Joseph Arias for his company, MyDaze Entertainment.

STAFF

Jade Hobgood is a temp hire who was feeling ill over the weekend, stayed home to self-heal and tested positive for COVID-19 on Wednesday. We immediately notified the staff to stay home and get rapid tested, closed the office, had every workspace professionally disinfected with anti-COVID-19 chemicals that afternoon. Jade is still in quarantine, and the entire staff has tested negative. The office will reopen on Monday.

Now that we have newly-elected members on board, we will be moving more urgently to follow-up with WC and UI claims for members. Keep in mind that these are usually dealt with directly by the members and the organization, but we will do what we can to facilitate these talks.

Last month, a member who was terminated due to drunkenness.

REMINDER TO MEMBERS:

SECTION 1. DISHONESTY AND DRUNKENNESS

“Any member dismissed from their position for dishonesty, drunkenness or drugs upon being found guilty thereof, shall be one no less than one hundred \$100.”

SECTION 5. EMPLOYMENT STATUS

“Unemployed members must register with the Local for job referrals and/or when employed. Members not registered with the Local on employment status are not subject to be called on referrals. Members who are registered on the available list for work and are hired by an employer without the knowledge of the Local, must immediately notify the Local on their employment status or be subject to a fine of not more than one day wages for each offense.”

PROJECTIONIST AND STAGE

Hawai'i Symphony Orchestra is putting on a show at the Waikīkī Shell called "Sheraton Starlight Series" featuring weekly musicians from May through August. This show was not called in by the steward.

We have a small crew building a truss and stage in Hilo that is primarily made up of HSLR crew, and they are getting the IA rate.

11/13/21 - Hall and Oates are still on the calendar for the Arena.

11/19 – 11/20/21 – Hawaiian Classic bodybuilding event is scheduled for the Waikīkī Shell. 4-6 crew.

PRODUCTION:

- **RTW Amendments:** The Joint Unions consisting of the IATSE, DGA, SAG-AFTRA and Teamsters 399 have agreed to a 60-day extension of the AMPTP and AICP Return to Work Agreements through June 2021. This includes an extension for of 10 days of paid sick leave through December 10, 2021, for Eligible COVID-19 events: which includes testing positive for COVID-19 or exhibiting symptoms; requests from the Producer that the employee isolate or self-quarantine due to being in close contact of someone who has tested positive or exhibited symptoms; a public office or healthcare provider has requested that the employee be isolated or go into quarantine. It now includes going to an appointment for the vaccine – noted that one should try their best to schedule this appointment on their day off; or if you are suffering from symptoms from the vaccine. It is important that this is being done on the honor system and not to be abused by workers.

- **ASA & Hollywood Basic negotiations are ongoing**

- The Hollywood Basic Agreement is currently being negotiated. Shortly after their negotiations end, the Int'l will begin negotiating the ASA, tentatively scheduled for the second week of June.

SHOWS THAT WRAPPED:

Sony/Amazon - Mesquite Prod – Mukbang/"I Know What You Did Last Summer" – Wrapped principal photography last week. MAHALO to the entire crew who made the show a success. The wrap crew is currently restoring the Blaisdell and several sets.

I am currently following up on a complaint that one of our members was found sleeping in a house on location that was cordoned off by production and memo was sent out to avoid that portion of the house. The home owner saw that one of our members was sleeping in their closet in a room that was off limits to the crew.

Victor Lozano was the COVID Coordinator, and they have done a really good job of keeping the sets COVID-free. He has expressed that he will never do that job again. The Stewards were Jeff Day, Melisa Lenz and Rick Crum. ASA

Hallmark/Halawa Valley Productions – “Love for Real” – Wrapped principal photography on May 1st, 2021. They worked 10-10.5 hour days, and I did not hear any major complaints about the show as I did about the previous Hallmark movie. Steward was Charley Kaeo. LBA, Tier 1.

SHOWS IN PROGRESS:

Paramount Pictures/Red Energy Films, Inc. – “Sonic the Hedgehog 2” – construction has started, and they have hired several crew who will return to Magnum P.I. They are working at the Kalaeloa Stage. ASA

Magnum P.I./CBS-Eye The show is still on hiatus and will return to the Kalaeloa stage. All of the stage pieces that were at Diamond Head Film Studio have been moved to Kalaeloa. I hear they are still securing offices in town. Several crew have left for NCIS, so I will see who is returning to MPI and select appropriate stewards. I have heard that the Line Producer is Kenny Burke.

Disney/20th Century Fox – “Doogie Kamealoha, M.D.” – on Episode 109. I am hearing they are shooting 12-15 hour days. Last day of principal photography is **June 7th or 8th, 2021 (updated by Rob Kahsen)**. Steward is Bill Self. ASA

CBS – Eye Productions – “NCIS – Pearl Harbor” – I met with the Producer, UPM and Production Supervisor for the show who were all part of NCIS - New Orleans. They have expressed a strong desire to hire as many locals as possible and have vetted our lists pretty thoroughly. They will be based out of the HFS. They have acquainted themselves with the ASA that pertains to us and quoting the proper rates. I have not selected stewards yet.

SHOWS IN THE QUEUE:

Warner Brothers “Corinthian”

Located at Turtle Bay Resort. The last update on dates were that they were going to start up in the Summer instead of next month. I’ll keep you posted on any firm updates.

NEIGHBOR ISLAND REPORT:

Maui – Temptation Island – Season 3 – still has not paid the crew for the grievance that was filed for Season 3, and the crew is starting to get calls for Season 4. Go ahead and accept the call, but we will not start working until Season 3 is settled. This is being dealt with between the attorneys for the company and the IATSE.

Maui – Yale Productions or Yale Pictures “Paradise City”- They are currently shooting under a LBA Tier 1 AND hired John Travolta and Bruce Willis. Many of our members asked how they can be a Tier 1. This agreement is negotiated by the Int’l, and they have specific tiers for specific budgets. Tier 1 is between \$\$2.75M and \$7.5M. They will shoot for three weeks. I spoke with Jon Keeyes, the Producer, and the UPM, Bernie Gewissler. Charley Kaeo is the steward. Henry Fordham recommended that if anyone improves their deal at Tier 1, and they increase to a higher tier, their deal might not move to the higher tier.

Hawai'i Island – CBS/Grafting 101, Inc. - "Love Island"- They are currently prepping and scheduled to shoot the first week of July. They have a sideletter regarding quarantine, they are creating a bubble for two months and will pay for your time off. and a modified ASA. We have a crew building a large stage and trussing in Hilo. Crew will be staying at the Naniloa Beach Hotel. The person I had in mind to be the steward is no longer on the show, so I am looking for a steward for that show. Any input from our neighbor island ohana.

Kauai – NB/Universal – "Getaway"

Will take place on a resort location. Filming will begin on July 9th, 2021. Michael Neumann is the Line Producer.

TRADE SHOW & CONVENTION –

Freeman completed a show on Maui on May 7, 8 and 14th, and the two AV Techs who are lined up to do that show did a great job.

OUTSTANDING PAYROLL

Payment for the three technicians are still ongoing with the arbitrator.

ACTIVISM

Since June 11th, 2020, the (LCSP) has been sponsoring food distributions for affiliate unions. Local 665 consistently sent volunteers every week from as few as five to as many as 15. We participated in 49 food distributions. Our last food distribution was on Thursday, May 20th, 2021.

I would like to thank ALL OF THE VOLUNTEERS, Hawaii Food Bank, Nanakuli Housing Corporation, Eye Productions for a donation of clothing and especially the Hawai'i AFL-CIO's Labor Community Service Program who helped us and many other labor unions and their families during this global pandemic.

June 26-27, 2021, 4:30AM – 2:00PM – OSHA 10-GES Online Class from the IATSE Training Trust.

April 2021 President's Report

Organizing and Political Activism

We are planning on meeting with Activist Central creator Matthew Taylor and a Unite Here! Local 5 liason in the first week of June to discuss onboarding. This will incorporate "Opt out language" as discussed in the previous meeting.

Training and Development -

Sonny Julian facilitated an in-person OSHA 10-GES class at the Hall on May 15th and 16th . Covid protocols were observed.

Boom Op training - dozens of people attended the class. Many thanks to Irish for quick movement to book the Pikake room on such short notice

"Portable Power Distribution & Electrics", and "Lighting Controls, Networking, and Programming Workflow" online classes are scheduled for June 16-19, 2021 and June 23-25, 2021 respectively. Space will be limited, so if you are unable to attend any of the trainings you sign up for, please notify the Hall in advance.

Lift certification classes continue.

Outreach -

DEI Committee - Today's meeting conflicts with the DEI committee meeting today as well. In brief conversations with Int'l Pres Loeb and GST Wood, things are looking bright. They send their best.

Hawaii Events Coalition - Looks forward to opening the live event sector safely. The rogue elements of random pop-up concerts near the beach need to be tamped down. It threatens health related public safety, the legitimacy of our work, and the feasibility of its return.

The Mariano-Soquena Golf Tournament June 17th @ Pearl Country Club

Lastly, every adult over the age of 16 is now eligible to sign up for the COVID vaccine (anyone under the age of 16 needs a parent/guardian to sign off). I encourage you to schedule an appointment as soon as possible. The sooner we all get vaccinated, the sooner this pandemic nightmare ends. For more information, visit:

<https://www.hawaiipacifichealth.org/hph-covid-19-updates/vaccine-update/>

It has been said in the past "why don't you come down to the office" and "it's safe to show up to the office. It's just us". And now we've had a COVID positive case in the office. Thank the gods for the vaccine. It's worth noting that folks who are anti-vaxx have been saying "It's not approved, I don't want to be a test subject". In scientific studies, one important group is the group that doesn't receive anything. One way or another, we are part of this study on the efficacy of these vaccines. Those who have been vaccinated have shown resilience against not only the original strain of COVID, but it's many variants. That includes the P1 variant which has been found in Brazil and India. As of yesterday, there were approximately 470 cases in the US. It has been reported that the P1 variant is twice as contagious.

If the shoe was on the other foot, and this disease wasn't adversely affecting the elderly and those with pre-existing conditions, but children instead - I wholeheartedly believe that our grandparents would be the first in line for the shot. It's not a cure, but it is the strongest form of defense that we currently have. I read someone else put it like this "vaccines are a gateway drug to concerts"

Please get vaccinated as soon as possible.