



MACHINE TRANSCRIPT • CORAGGIO CONSULTING

Chesterfield County Board of Supervisors Organizational Meeting - January 8, 2025, Wednesday, January 8, 2025

Date Wednesday, January 8, 2025
Place Chesterfield County Board of Supervisors, Virginia
Length 42m (video)

- Official meeting video (CivicClerk): <https://chesterfieldcova.portal.civicclerk.com/event/1066/media>
- Official agenda (CivicClerk): [https://chesterfieldcova.api.civicclerk.com/v1/Meetings/GetMeetingFileStream\(fileId=1994,plainText=false\)](https://chesterfieldcova.api.civicclerk.com/v1/Meetings/GetMeetingFileStream(fileId=1994,plainText=false))
- Official minutes (CivicClerk): [https://chesterfieldcova.api.civicclerk.com/v1/Meetings/GetMeetingFileStream\(fileId=2019,plainText=false\)](https://chesterfieldcova.api.civicclerk.com/v1/Meetings/GetMeetingFileStream(fileId=2019,plainText=false))

Machine transcript (speech-to-text) produced by Coraggio Consulting. Not an official county record. Names and numbers may be misspelled; check the video at the timestamp before quoting.

Speech-to-text: whisper.cpp, model large-v3-turbo. Produced 2026-10-25. Each paragraph starts with its time [HH:MM:SS] in the meeting video.

[00:02:12] Good evening. Joe Casey, County Administrator for Chesterfield County, and once per the calendar year in the organizational meeting of the Board of Supervisors, I'm the one who calls the meeting to order, and the first duty of business in this organizational meeting is to ask Ms. Schneider to give the invocation. Thank you. Creator, as we pause between the old and the new year of service and dedication to the citizens of Chesterfield, let us pause and give thanks to the work and dedication of Mr. Holland and Mr. Miller as chair and vice chair. There have been joys, successes,

[00:02:51] trials, and difficulties, but all have made us stronger and grateful for all of our blessings. We set intentions for the next year and ask that you walk with us and guide us on the journey. May we find peace of mind in the midst of uncertainty, clear sight to find the best path through humility to remain open to listen and learn and the wisdom and courage to admit when

[00:03:20] we need to rest and restore ourselves and so it is oh amen pledge allegiance to the flag of the united states of america and to the republic for which it stands one nation under god indivisible with liberty and justice for all.

[00:03:55] To the chair and vice chair, Mr. Means. Members of the board, at the organizational meeting, you're required to approve a chair and a vice chair, and so the position of chair is now open for nominations.

[00:04:19] Thank you so much. I'd like to go ahead and nominate Jessica Schneider for chair. I would like to nominate Mr. Jim Engel, Bermuda District, for chair. Are there any other nominations? Seeing none, then the nominations are closed.

[00:04:38] And under your rules, you vote for the candidates, the nominees, in the order that they were nominated. So the first vote would be for Ms. Schneider as chair. So all in favor?

[00:04:56] Aye. No. No. Okay, the motion does not pass. So you therefore go to the next nomination, and that is the nomination from Mr. Engel. All in favor?

[00:05:12] Aye. - Aye. - Aye. - All opposed? Okay, that motion does carry. - I have a motion to nominate the vice chair.

[00:05:30] Actually, I'll take that motion if you don't mind. I know you originally voted for Ms. Snyder, but I do appreciate your vote on the second round. And I do think you have done a wonderful job this year as vice chair. And I would ask if you're willing to stay on as vice chair to, I'd like to nominate you to be the vice chair.

[00:05:52] - I'd be honored. - Any other nominations? all in favor? Aye. That's five. Madam Clerk. I'm sorry. I missed my script. Give me one second.

[00:06:19] First off, I'd like to take the opportunity to just address the board and the citizens that are here tonight. Oh, thank you, sir. I'm honored and humbled to have this opportunity, and I want to thank the board for giving me this opportunity to chair the board for this 2025 year.

[00:06:55] I want to thank God for this opportunity to just serve the people in the first place and to have an opportunity to serve as chair of this board and ask God for prayers that he will give me and this whole board wisdom and discernment as we do the people's business in the county for the year 2025.

[00:07:16] I'd like to thank the citizens for electing this board last year and giving us all the opportunity to serve together to do your will. And I'd like to, in advance, thank my family, my wife, and my sons for the extra time that I'll spend away from them this year.

[00:07:37] It's nowhere near what public service or public safety does, but it does when you're chair. As those that are on this board that have been chair can attest, there is more obligation. So I'd like to thank them for their understanding in advance.

[00:07:52] And I'd also like to thank the county administration and county employees in advance for the job, the wonderful job that I know they'll do this year. With that, I'd like to address Mr. Holland, if I could.

[00:08:09] I'm going to go ahead and give you the platform.

[00:08:21] Mr. Chair, if I could, I wouldn't speak to the work that Mr. Holland has done and I've done together. Would that be okay? Sure. I'll let you go first, and then I'll follow it up.

[00:08:36] Okay. Why don't you go first, and then I'll. Okay. That's fine. I'll go first and then I'll make sure anybody that wants to speak to it will have an opportunity. This past year, I know, has been a tough year for you in some ways. Not in the least, the passing of your pastor.

[00:08:54] And that was felt, I know, by you and the whole community. But we did have a lot of great times in 2024. the county turned 275 years old and you got to help bring Chesterfield honey bear tracks ice cream. You got to help make that selection and you made an awesome selection. We all loved it and we agreed with you. So good job on that. We actually had probably one of the most historic personal property tax cuts in the state this past year by reducing the tax rate from 360 to 335

[00:09:34] which puts us at the lowest tax rate in the state of Virginia for a population of over 100,000. So I think that was a huge accomplishment. You got to see Fallen Creek Middle open up, wonderful structure, holds 1,800 students now, which is absolutely needed in the Dale District.

[00:10:03] We have another middle school that's underway that will open soon in the western end of the county. We have A.M. Davis under construction, Bensley under construction, and we couldn't have done these things if we hadn't come together as a board and with the school board to identify what we needed to get done in the bond referendum and then had the citizens approve that bond referendum.

[00:10:33] But you got to chair the board as we got to see these landmark schools getting started, And we know that when the bond referendum is complete, we will have enough infrastructure in place to get all of our schools, if properly redistricted, into the 80 percentile range for all of the schools in the county.

[00:10:52] And that is a huge accomplishment, especially considering in 2020 there was some inclination that we needed it, but nobody really working together to make it happen. So we come a long way since we started working together with our counterparts on the school board.

[00:11:09] um we hired a new police chief which was no small task but uh it's the first time that we've made a big decision since i've been on the board that i can recall that i received no negative feedback um every single not one person complained about the decision and that is monumental i believe um so good job on leading us through that process um we've had a lot of great projects

[00:11:41] can't say lego enough from the past um plenty which now has the first week you got to be on the board or chair the board as plenty opened up its first um vertical farm building and we'll have more to come but you chaired that and that's the first that will be the largest in the world and as chair you got to oversee what i think is probably going to be the biggest thing that will happen for many years to come in the world to Chesterfield County with Commonwealth Fusion

[00:12:15] Systems. And to be chair and just be able to have that accomplishment under your belt is, it's something that you should be proud of for many, many, many years to come. And I know there was a lot of people involved in that, but it happened during your tenure. So I want to give you credit for that and there's many other things but i don't want to belabor last year um do look forward to going on to uh this year but thank you so much for your leadership of this board and all

[00:12:47] that you did um to serve our citizens last year with that dr miller sorry for hopping in there if he gets over a little excited um with regard to uh the kind of chair that you've been over the year a mentor for me and deep appreciation with everything that you've taught me over the last year it's been an honor to serve as your vice chair and prayers for you and deepest love for what you do what you've done for this

[00:13:24] county that myself I couldn't be more grateful but I think the county has so much to be grateful for to you so thank you for everything that you've done over the last year. Thank you. Thank you all for those kind comments. I appreciate that. We did it as a team, and we always work as a team, a great team of

five. Thank you. Mr. Carroll, did you want to speak? Please, Mr. Chair. First of all, congratulations, Ms. Engel, Dr. Miller. I

[00:14:02] appreciate your willingness to take the leadership roles. Mr. Holland, this was your third time as chair if i'm correct and i have to say i echo everything that they both said you did an outstanding job it's not an easy job and it has a tremendous amount of more responsibility that's heaped upon you in that role than people actually realize because not only are you going to events in one district you're going to events in five districts all over the county and representing us all over the state at NACO, at VACO. So I say this because I want the community

[00:14:42] to understand that it's not just a position where you sit up here and run a meeting. It's so much more. And you did it with grace and honor and intelligence and dignity. And you set the bar pretty high. And you've said it like that. And I had the opportunity to be chair. And my concern was hoping that I could not embarrass you, to be honest with you. So, again, thank you very much for your service. You are always in our prayers, and we want you to stick around. Ms. Snyder. As I said

[00:15:22] in the invocation, thank you so much for all of your guidance on my first year, and your leadership for you and Mark as well, and it wouldn't be the same without you, and I have, again, also been praying for you and your health. So thank you. I say to God be the glory for the great things he

[00:15:44] has done. Thank God and thank you all in this great county of Chesterfield. Item B, adoption of rules of procedure of the Board of Supervisors for 2025. Mr. Minks. Mr. Chairman, members of the

[00:16:19] board, every year at your organizational meeting you're required by law to adopt rules of procedure. The rules of procedure from last year have been amended in two ways. One, to change all the references to the years, to a year ahead, and also there was a, we tried before to make the entire set of rules gender neutral, and actually Mr. Engel found one paragraph that still had some vestige of that, so that's been cleared up, so we're recommending that you adopt the rules and procedures that she had before you.

[00:16:51] Mr. Chair, a motion to approve. A second. All in favor? Aye. Aye. 5-0. Madam Clerk? Item C, setting of regular meeting dates for 2025, Mr. Chair.

[00:17:09] Have all the board members had an opportunity to review those dates? Is there a motion? I moved. Second. All in favor? Aye. Madam Clerk.

[00:17:25] Item D, adoption of policy allowing remote participation by board members at board meetings. Mr. Minks. Mr. Chairman, members of the board, this is a new item for your organizational meeting. You have previously adopted a policy for remote participation, and it's actually worked very well for you over the years that we've had it.

[00:17:44] The General Assembly at the last session is requiring you now to re-up this policy every year. So we're going to make this now an institutional part of your organizational meeting. So this is just a matter of re-adopting the policy that you have in place for the coming year.

[00:18:02] We get a motion. So moved. Second. Mr. Chair, before we vote, I think it would be good for the community to have a reminder of actually what this policy actually does. I think that having now been appointed to a state board, they actually have not adopted this policy yet.

[00:18:22] We're in the process of doing it, and I think it's important for the community to understand why this was made possible and what it actually allows us to do and when it can actually be utilized. Just a brief summary, if you don't mind. Yeah, sure. Yeah, this is generally under the Freedom of Information Act you're required to meet as a body in person. And this allows, under certain circumstances, for a member to attend remotely so long as they can hear everything and you can hear them. And there is an unlimited number of times that somebody can appear that way remotely if it's for a medical reason. And it has

[00:19:01] to be a serious medical issue. Then there are a limited number of times per year that you could appear remotely and don't really have to have a specific medical reason to do so. So I think that has happened once, I think, on a vacation. But it's a limited use, and you all have used it in a very limited way. But it's available. And for those times when it really is, it's always important that all five of you be there but when it's when it's we all know that a person cannot attend it gives that person an opportunity to participate

[00:19:37] fully. Thank you for the clarification having had to utilize that last February when I had open heart surgery it was and again the board has to vote to also allow I believe for the person to to participate remotely but thank you for that Mr. Chair I'm ready for a vote. We have a motion in a proper second all All those in favor.

[00:19:58] Aye. 5-0. Thank you. Madam Clerk. Item four, Annual Presentation of Cornerstone Assembly of God, Pastor Franco. Good evening and Happy New Year to each of you and your families, your loved ones and

[00:20:28] to Dr. Casey, to each of our cherished board members and to the team that so sacrificially cares for us. It is an honor to be with you again and to share this time to Mr. Holland and Dr. Miller.

[00:20:48] I would just want to say thank you for your leadership of this board over this last year. Mr. Holland, I have heard it said, don't measure the greatness of a man but what he accomplishes on the outside, but what he overcomes on the inside.

[00:21:04] And I would just like to take a moment to honor the fact that in you I see a man who has done both very, very well and we appreciate you so greatly. To Mr. Engel and Dr. Miller, thank you for accepting the call of the leadership. Thank you, thank you, Ms. Snyder, for being willing to do so as well and together. The way that you work together is a blessing to us.

[00:21:31] I was sharing with Mrs. Snyder, congratulations for finishing the first lap. I am always amazed at the breadth and the width of responsibilities, and I cannot imagine what it takes the first year to catch up to speed everything you do. And Snyder, you have done it with grace and with great encouragement to many, so thank you for your service. And then Mr. Carroll, reflecting on February, reflecting on the goodness of God to bring you to this place and to see you continue to serve with such passion and wisdom.

[00:22:06] We just, just one of those moments that remember that there's a lot to be thankful for. Thank you for your service and your willingness to continue to give even as you're recovering. I hope that this annual moment that we do each year, although it is something that we are honored to look forward to, is never something that is taken for granted.

[00:22:29] We're not simply trying to be sentimental, but recognizing the weight of the year of what you do in sacrifice and what your families do and so it is a gift to us and is done with great sincerity that we come to you and say thank you that we take time to put it in writing take time to commit to pray for you

because we have a small understanding of what it takes to lead such a diverse, growing, and demanding county. And so we truly hope that this will be a refreshing

[00:23:08] moment for you as we come with our hearts and with our prayers. Jesus said that the person who is greatest among us would be the servant of all. And as I mentioned, the breadth, the width of the complexities of what you do a week in and week out cannot be stated enough. You are great because you choose to serve in a great way.

[00:23:30] We not only thank you, but we want to take a moment to honor your loved ones. We know that there is sacrifice and agreement together on how to do this. And we remember them in our prayers as we pray for you each week and each month. We do have so much to celebrate in Chesterfield.

[00:23:48] That was quite the list, and yet there was much we left off about what was accomplished this year. And as we think of the over 380,000 residents the diversity and the different stories and needs that come into that place. What a gift that we have seen so much done so well.

[00:24:07] As we've come through the election season that unfortunately so badly strains our love and respect for our diversity and for our differences, I was praying about this day and I felt as God spoke a simple word to consider and possibly use as a word of dedication for 2025. And it's a word that I think you do well in many ways. It's the word listen. It seems a little too simple, but I feel like in a society that has forgotten how to listen well to one

[00:24:46] another and for the sake of keeping power or being concerned about position has often written many people off that the call to listen, the call to be willing to hear in a new way in a new year is so important. So if I may just share a few thoughts about that. It strikes me as ironic that in our so-called age of communication, people listen less and less to each other. Our election season is often dominated by talking points, but not as many listening moments. Our political

[00:25:22] parties and positions of power tend to be threatened to those who have different points of view. And instead of listening, we can often react by deflecting, devaluing. And unfortunately, sometimes dehumanizing those who think differently than us. As a result, we win positions, but we lose understanding, and often we gather power, but our communities become weaker. And so my joy in living in Chesterfield County is I feel like our county does a pretty good job of it. You have all consistently demonstrated the priority and the desire to hear more and more, and for that I am

[00:25:59] grateful. I heard an international negotiator talk about the power of listening, and he said, listening is when you take the spotlight off of yourself and you choose to place it on another and give them dignity, respect, and value that they might bring to the table the one thing none of the rest of us see. I think we do that well in the county, and as we think of this year and as you have the opportunity to take the light of your leadership and shine it on others to empower them, I would like to share five encouragements in 2025 of listening.

[00:26:38] The first is to listen to each other. You have a gift of serving that you have already expressed is something that should not be taken for granted. I mentioned last year one of my conversations with Jay Stegmaier before his passing.

[00:27:00] And we were talking about this time of prayer each year. And he said, Sean, when you came, you always reminded me that I was part of something deeper and bigger, more than the moment, more than the job. Each of you is a gift to so many.

[00:27:17] And my prayer that I will be praying this year is that you will continue to listen to each other's hearts and take advantage of times that will not always be tomorrow. If I may also listen to your bodies and your souls. Please take care of yourselves.

[00:27:34] We need healthy leaders, leaders that deal with their weariness and fears, pressures and frustrations before they make decisions. Yes, leaders have to have tough skin, sensitive hearts, sharp minds, but also healthy souls. And so our prayer for you is that you will take time to care for yourselves.

[00:27:55] We also encourage you to listen to those who are different. May I simply say that our diversity and our differences are not the enemy of our community, but they're the actual gift. And thank you for cherishing those who think differently.

[00:28:12] Would you listen to your families? They need you more than we do, and we need you a lot. You are irreplaceable to them, and our prayers will be that you hear their hearts well this year and that you get to enjoy them in a great way.

[00:28:29] And then finally, we just encourage you to listen to God's word, even when our faith differs. The beauty of 275 years is that people who have humbly, without prejudice or pride, heard God's word, have always used it well.

[00:28:46] And we encourage you as you move into this next 275 that God's word would guide you and give you peace and strength. Most people are familiar with Micah 6, 8 that says, God has shown you, O people, what is good and what does the Lord require of you to act justly and love mercy, to walk humbly with your God.

[00:29:10] Most people don't realize that the next verse says this, listen, the Lord is calling to the city and to honor and seek your name, O God, is wisdom. May I share that thought one more time with a different word.

[00:29:27] Listen, the Lord is calling to the county and to honor and seek your name, O God, as wisdom. May God grant you wisdom. May God bless you in a great way. And should the moments come that are trying and difficult, may our ears be listening for the word that will provide the answer for so many.

[00:29:50] It's our joy each year to spend a moment sharing a moment of resolution. And we thank you for the graciousness of it. I do want to point out that one of our growing commitments to prayer for you is we are creating a prayer card for all of you.

[00:30:08] And in your packets that have the resolution, there's a place for prayer points. If you would like to specifically mention what you would like prayer for, I'll be reaching out to you via email to see what you would like to say. If you feel like I can represent that well, then I'll do that.

[00:30:28] But I want to give you a chance and our commitment along with Bob Santos for One Voice and some other churches is we will do our best in the beginning of 2024 to get these prayer cards in as many churches as possible so that you could be lifted up and thought of for you and your family. With that, if you would allow me the honor, I'm going to invite our church family and many of the believers in Christ in our county to stand with me as a sign of their commitment to pray for you.

[00:30:57] And I'd like to read the resolution for you, and may you receive it with love. 2025 resolution of prayer and thanksgiving, whereas Cornerstone Assembly of God and many other Christians in our county are beginning the new year in prayer and fasting for God's blessing, protection, and will to be done in our

families and our community, whereas Jeremiah 29.7 instructs God's people to seek the welfare of the city or the county where I've sent you. Whereas 1 Timothy 2 says, I urge then first of all that requests, prayers, intercession,

[00:31:37] and thanksgiving be made for everyone and all those in authority. Whereas Romans 13 4 says, the government authorities are God's servants sent for your good. And whereas Luke 22 26 records Jesus called to leaders that they would be like the greatest among you, humble like the youngest, and the one who rules like one who serves.

[00:32:02] Now, therefore, be it resolved on behalf of the Chesterfield citizens of our church this eighth day of January 2025, the first meeting of Chesterfield Board of Supervisors for the new year, that we are praying in the name of Jesus Christ for the blessing, wisdom, and encouragement of God for each of the Board of Supervisors, the county administrator, the senior leadership team, and their families so that they might honor God, his word, and his love for all peoples from every background, language, and culture in our county.

[00:32:33] And be it resolved that as we give thanks for their service in these times of both growth and challenge, we encourage them to seek God and listen to his word daily so that they may live in the promises of Micah 6, 8, and 9. He has shown you, O Lord, what is good.

[00:32:51] And what does the Lord require of you? To act justly, to love mercy, and to walk humbly with your God. listen. The Lord is calling to the county and to honor and seek your name, O God, as wisdom. We bless you, thank you, and pray that God would give you this great wisdom and grace to successfully lead our beloved community into our next 275 years. May God bring his hope and peace to the individuals and families of our community through you. We commit ourselves to pray for you as we speak the blessings of numbers 6, 23, and 24.

[00:33:30] And if everybody who's come would raise a hand of blessing over our board of supervisors and all our leadership team, we declare the Lord bless you and keep you. The Lord make his face shine upon you and be gracious to you.

[00:33:47] The Lord lift up his countenance upon you and give you our leaders peace. God bless you and thank you for this opportunity. Amen. Would any board members like to make a comment? Yes, I would like, thank you, Mr. Chairman.

[00:34:05] I would like to say thank you, Pastor Franco and church family. I thank God for you. As you probably know, this has been a challenging year for me since November when I was diagnosed with cancer. And so I've been undergoing that since then.

[00:34:22] And I thank God for his word. I thank God for your prayers and your emails and texts. They mean so much to me as I think about the Word of God. And I always am reminded, as I think deeply, that Jesus once says, Thy faith has made thee whole.

[00:34:41] And prayers are great. We appreciate your prayers, appreciate your being here, and all you do for this boy of supervisors and this calendar. We thank God for you, because truly, to God be the glory for the great things he's done through you, for you, as you are indeed a blessing unto each of us and our families as well.

[00:35:00] god bless you and thank you for being here again this evening thank you mr chairman mr carroll thank you mr chair um i just want to say thank you very much to you and the entire congregation and to everyone else perhaps out in our community who has said prayers for this board prayers for me specifically i appreciate the text messaging and the prayers that you send out for us um last year was tough um and i do believe the power of prayers and the lord is what healed me

[00:35:39] I absolutely believe that. People ask me every day, how are you doing? I say, I woke up. It's a good day if you wake up. That's right. It really is. I saw two kids in an elevator complaining because they rode their bike to work. I'm like, dude, you woke up. It's not bad.

[00:35:57] So, you know, perspective is an important thing. And I got a lot of perspective last year. But I really appreciate the prayers. It doesn't go unnoticed. And it doesn't, it just affects us.

[00:36:14] And we feel it. I know I do. - Thank you. Ms. Snyder. - I don't know if you noticed when I was doing my invocation, but one of my intentions was humility to remain open to listen and learn.

[00:36:32] - Dr. Miller. - Thank you, Mr. Chair. It's truly humbling that so many people in your congregation this evening willing to take time out of their busy lives to come here and to honor us by being here.

[00:36:54] The prayer of honoring the work that we do and your patience as we do it. I say often, and I continue to say, that we're all sacred, worthy, luminous beings, and that means all of us, even those when they are saying things that we may not agree with, that they're all sacred, worthy, luminous beings, that the essence of who we are

[00:37:26] is love, and that we're loved, and that love is for giving and for receiving, and that's all done with God's grace. With God's grace, we are all sacred, worthy, luminous beings. That we are love, we are loved, and that love is forgiving and receiving. Forgiving and receiving. And I'm so grateful, Sean, for this prayer. I'm so grateful for this time to kind of set the intention for the

[00:37:55] year and i do also appreciate the um random texts that you send um it's amazing how when they arrive the timing couldn't be better and that's not coming from you that's coming from somewhere much greater than ourselves so thank you pastor franco and cornerstone um this is something i look forward to every year getting to see the faces coming in here um really as dr miller said

[00:38:31] to take your time out, to come and bring a resolution to the board, and to resolve to pray for us throughout the year. It truly is humbling. I know I've said many times that not many people come to give us a thank you or a prayer. They usually come for other reasons. But because of the leadership, your leadership and Cornerstone's leadership, there's actually some other churches now that are um reaching out a little bit throughout the year not obviously y'all have

[00:39:07] really stepped up the bar um and uh taking the lead on that but somebody had to take a lead that you your church did and now other churches are praying for us and i can tell you that um we can never have enough prayer and so one thing that we do covet is the prayers of our community um We don't always make decisions that make everybody happy.

[00:39:33] The police chief did. Thank you, Lord. Knowing that people are praying for us and knowing that God hears those prayers and affects us as we do the business of Cheshfield County, it's truly humbling and remarkable.

[00:39:57] So thank you again for what you and your church do. I appreciate it. Before we move to adjournment, does any board member have anything else they'd like to share?

[00:40:17] I would like to add one thing. Under your leadership, we also started the fourth water supply in Chesterfield County, and I think everybody can. We want to thank our utilities department, all of our employees, and not only the fact that we have our water on, but that they're out there trying to help the other jurisdictions to do the same, and we do need

[00:40:56] to keep them in our prayers. If you go a couple days without power, you go pretty mad, but without water, that's a real problem. It's a real health concern, so we just do ask you to continue to keep the other localities in your prayers, and thank God that we have the water sources that we do that we're not in this situation. With that, we need a motion to adjourn to our next regularly scheduled meeting on January 22nd? Move, Mr. Chair. Second. All in favor? Aye. We're adjourned.



Coraggio Consulting · aguyonx.com