

Resolution 6A

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby authorizes the Mayor to accept the proposal of and enter into a sales agreement with Ocean Computer Group to provide VSA Management Platform and End Point Security, for a commitment of three months at \$1,267.50 per month plus an initial startup fee of \$850.

Resolution 6B

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby authorizes the Mayor to accept the proposal of and enter into a sales agreement with Ocean Computer Group to provide Barracuda BBS 190, 390, and 490 Backup, for a commitment of twelve months, at \$988 per month.

Resolution 6C

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby authorizes the Mayor to accept the proposal of and enter into a sales agreement with Ocean Computer Group to provide 80 Hour Block, at \$13,200.

Resolution 6D

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby approve Budget Transfers and Amendments as submitted and reviewed by the City Controller.

(See Attached)

Resolution 6E

Resolution offered by Mayor Tenke and seconded by _____

WHEREAS the City Council believes that the City of Glen Cove would benefit from the formation of a Special Events Committee to collaborate with the City of Glen Cove Public Relations Officer; and

WHEREAS, the City Council wants to adopt the attached mission statement toward the formation of said committee; and

NOW BE IT RESOLVED, that the City Council hereby adopts a Glen Cove Special Events Mission Statement; and

BE IT FURTHER RESOLVED, that the appointment and selection of committee members is hereby reserved for a separate resolution of the City Council.

Resolution 7A

Resolution offered by Councilman Capobianco and seconded by _____

WHEREAS, the resignation of Council Member Michael Zangari, on November 16, 2018, has resulted in a vacant seat on the City Council; and

WHEREAS, Section C2-8 of the Glen Cove Charter provides that the Mayor and Council shall appoint a person to fill said vacancy until the next general election;

NOW, THEREFORE, BE IT RESOLVED, that Donna M. McNaughton is hereby appointed to the position of Council Member, effective November 28, 2018 through December 31, 2019.

Budget Line: A1010-51001

Resolution 9A-1

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby amend the annual salary of Anthony Basile to Grade 11, Step 8, \$56,661, retroactive to October 31, 2018.

Funding: A5110-51101

Resolution 9A-2

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby amend the annual salary of Peter Podsiadlo to Grade 11, Step 11, \$60,908, retroactive to October 31, 2018.

Funding: A5110-51101

Resolution 9B

Resolution offered by Mayor Tenke and seconded by _____

BE IT RESOLVED, that the City Council hereby amends the hourly salary of Maria Quarto to \$17.00, effective December 3, 2018.

Funding: A3620-51120

Bill To

City of Glen Cove
Anthony Frisa
9 Glen St Fl 3
Glen Cove, NY 11542
Phone #: (516) 676-2000
afrisa@cityofglencoveny.org

Ship To

City of Glen Cove
Anthony Frisa
9 Glen St Fl 3
Glen Cove, NY 11542
Phone #: (516) 676-2000
afrisa@cityofglencoveny.org

SALES AGREEMENT

**OceanWATCH Management
Platform**

Quote # KD016987 ver. 2

10/30/2018

Pricing is valid for only 30 Days and subject to change

DELLEMC
PARTNER
PLATINUM

OceanWATCH Service (Monthly)		Price	Qty	Extended
OceanWATCH Management Platform - Per Month <input type="checkbox"/> Initial Commitment 3 months <input type="checkbox"/> After 3 months - month to month Services Includes: <u>VSA Management Platform</u> <input type="checkbox"/> System Monitoring <input type="checkbox"/> Performance Monitoring <input type="checkbox"/> Audit and Inventory <input type="checkbox"/> Remote Access and Control <input type="checkbox"/> Patch and Vulnerability Management <u>End Point Security</u> <input type="checkbox"/> Anti-malware <input type="checkbox"/> Anti-Ransomware <input type="checkbox"/> Machine Learning <input type="checkbox"/> Behavior Analysis <input type="checkbox"/> Device Control <input type="checkbox"/> Firewall <input type="checkbox"/> Application Control <input type="checkbox"/> Web Filtering <input type="checkbox"/> Full-Disk Encryption management <input type="checkbox"/> Data protection / DLP		\$9.75	130	\$1,267.50
OceanWATCH Service (Monthly) Subtotal				\$1,267.50

Onboarding (One-Time Charge)	Hours	Cost/Hour	Cost
OceanWATCH Onboarding Services (One-Time Charge)	1.00	\$850.00	\$850.00
Total Hours	1.00	Total Cost	\$850.00

Summary	Amount
OceanWATCH Service (Monthly)	\$1,267.50
Onboarding (One-Time Charge)	\$850.00
Total	\$2,117.50

The following terms and conditions shall apply to such purchase and sale:

I. Purchase Price, Payment, Taxes

1. For each Product delivered hereunder, the price shall be paid to Seller as follows, down payment, if applicable, upon execution of this Agreement by Purchaser, and the balance, upon delivery. There shall be added to such payment amounts equal to any taxes levied by any government agency. Any personal property taxes assessable on any Product(s) on or after the actual delivery shall be borne by Purchaser.
2. Purchaser agrees that if payment is not received by Seller within ten (10) days of the date due, Purchaser shall to the extent permitted by applicable law, pay in addition, on demand as an interest charge an amount equal to one and one-half percent (1.5%) of the amount then due for each thirty (30) days or portions thereof that final payment is not made. Such charge shall be in addition to any other remedies available under this contract or by law. Seller expressly reserves the right to pursue any and all such other remedies.

II. Shipping, Handling, Installation Costs

1. The Purchaser shall pay for all shipping, handling, and installation costs.
2. Seller shall not be liable for any failure or delay in furnishing the Product, materials or labor resulting from fire, explosion, flood, storm, Act of God, governmental acts, orders or regulations, war hostilities, civil disturbance, strike, labor difficulties, Product breakdown, transportation contingencies, difficulty in obtaining parts, supplies or shipping facilities or delay of carriers.
3. Purchaser shall make available and agrees to pay for all costs associated with providing a suitable place of installation and the necessary electrical power, outlets and air conditioning required for operating the Product as defined in the Product Manufacturer's Installation Manual.

III. Title; Risk of Loss; Security Interest

Title to each Product or any part thereof sold separately or otherwise shall pass to the Purchaser upon acceptance of full payment hereof. Risk of loss shall pass to Purchaser upon delivery of the items listed in this agreement. Seller reserves title to the Product sold hereunder as security for the payment of the purchase price; provided that once Purchaser has paid the purchase price in full seller shall no longer have title to the Product sold hereunder. Should the Purchaser default in payment of any charges hereunder when due, Seller may remove and repossess any or all Product hereunder with or without notice or demand, in addition to exercising such other rights remedies as may be conferred on it by law in addition to forfeiture of all deposits prepaid to Seller. Purchaser agrees to execute all documents necessary to perfect Seller's interest. Seller agrees to execute all documents necessary to terminate such security interest once the purchase price as been paid in full.

IV. Warranties, Disclaimers

1. The Seller represents and warrants that, at the time each Product is delivered, the Seller will be the lawful owner of such Product, free and clear of any liens and encumbrances (other than those which may arise from this Agreement) and will have full right, power and authority to sell the same to the Purchaser.
2. The Warranties contained herein are made expressly in lieu of any other warranties, expressed or implied including any warranty of merchantability or fitness for a particular purpose, and of any other obligation or liability on the part of the Seller, whether the transaction is for Sale or Lease, including but not limited to special or consequential damages, arising out of or in connection with this Agreement.

V. Applicable Law

1. This Agreement shall be governed by the laws of New Jersey and constitutes the entire Agreement between the Seller and the Purchaser with respect to the purchase of the Product(s) superseding all prior correspondence between the parties (including, without limitation, any purchase orders submitted by the Purchaser to the Seller). Purchaser hereby consents to the institution and/or defense of any action or proceeding in connection with this Agreement in the Courts of the State of New Jersey. No provision of this Agreement shall be deemed waived, amended or modified by either party unless such waiver, amendment, or modification is in writing signed by the party against whom it is sought to enforce the waiver, amendment or modification.
2. In the event that the Seller retains an attorney to enforce collection of any amounts due from the Purchaser under the terms of this Agreement, the Purchaser agrees to pay the cost thereof, and including court costs. Purchaser further agrees to pay interest at the rate of 18% accruing on any balance due under this Agreement 30 days from default of any payment due hereunder in the event collection proceedings are instituted.
3. This Agreement shall not be assignable by the Purchaser (other than to any affiliate of the Purchaser) without the prior written consent of the Seller, and any attempted assignment without such consent shall be void.
4. This Agreement shall be executed by the Seller prior to being executed by the Purchaser, it shall become voidable, at the Seller's option 10 business days after the date of the Seller's execution thereof, unless the Seller shall have received by such date a copy thereof executed by an authorized representative of the Purchaser.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed and do each hereby warrant and represent that their respective signatories whose signatures appear below have been and are on the date of this Agreement duly authorized by all necessary and appropriate corporation action to execute this Agreement.

Purchaser

By _____ Title _____ Date _____

PO # _____

OCEAN COMPUTER GROUP, INC.

By _____ Louis Tsotakos, President Date _____

Bill To

City of Glen Cove
Anthony Frisa
9 Glen St Fl 3
Glen Cove, NY 11542
Phone #: (516) 676-2000
afrisa@cityofglencoveny.org

Ship To

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SALES AGREEMENT
Barracuda Backup


Quote # KD016947 ver. 2

10/26/2018

Pricing is valid for only 30 Days and subject to change

DELLEMC
PARTNER
PLATINUM

Backup BBS190		Price	Qty	Extended
	Barracuda BBS 190 Backup - 1TB Usable (Pricing Per Month)	\$105.00	1	\$105.00
	<input type="checkbox"/> Initial Commitment 3 months			
	<input type="checkbox"/> After 3 months - month to month			
	<input type="checkbox"/> Model can be cancelled, upgraded or downgraded as needed after initial 12 months			
	<input type="checkbox"/> Includes IR, EU and Unlimited Cloud			
Backup BBS190 Subtotal				\$105.00

Backup BBS390		Price	Qty	Extended
	Barracuda BBS 390 Backup - 4TB Usable (Pricing Per Month)	\$261.00	1	\$261.00
	<input type="checkbox"/> Initial Commitment 12 months			
	<input type="checkbox"/> After 12 months - month to month			
	<input type="checkbox"/> Model can be cancelled, upgraded or downgraded as needed after initial 12 months			
	<input type="checkbox"/> Includes IR, EU and Unlimited Cloud			
Backup BBS390 Subtotal				\$261.00

Backup BBS490		Price	Qty	Extended
	Barracuda BBS 490 Backup - 6TB Usable (Pricing Per Month)	\$517.87	1	\$517.87
	<input type="checkbox"/> Initial Commitment 12 months			
	<input type="checkbox"/> After 12 months - month to month			
	<input type="checkbox"/> Model can be cancelled, upgraded or downgraded as needed after initial 12 months			
	<input type="checkbox"/> Includes IR, EU and Unlimited Cloud			
Backup BBS490 Subtotal				\$517.87

Summary			Amount
	Backup BBS190		\$105.00
	Backup BBS390		\$261.00
	Backup BBS490		\$517.87
	Total		\$883.87

The following terms and conditions shall apply to such purchase and sale:

I. Purchase Price, Payment, Taxes

1. For each Product delivered hereunder, the price shall be paid to Seller as follows, down payment, if applicable, upon execution of this Agreement by Purchaser, and the balance, upon delivery. There shall be added to such payment amounts equal to any taxes levied by any government agency. Any personal property taxes assessable on any Product(s) on or after the actual delivery shall be borne by Purchaser.
2. Purchaser agrees that if payment is not received by Seller within ten (10) days of the date due, Purchaser shall to the extent permitted by applicable law, pay in addition, on demand as an interest charge an amount equal to one and one-half percent (1.5%) of the amount then due for each thirty (30) days or portions thereof that final payment is not made. Such charge shall be in addition to any other remedies available under this contract or by law. Seller expressly reserves the right to pursue any and all such other remedies.

II. Shipping, Handling, Installation Costs

1. The Purchaser shall pay for all shipping, handling, and installation costs.
2. Seller shall not be liable for any failure or delay in furnishing the Product, materials or labor resulting from fire, explosion, flood, storm, Act of God, governmental acts, orders or regulations, war, hostilities, civil disturbance, strike, labor difficulties, Product breakdown, transportation contingencies, difficulty in obtaining parts, supplies or shipping facilities or delay of carriers.
3. Purchaser shall make available and agrees to pay for all costs associated with providing a suitable place of installation and the necessary electrical power, outlets and air conditioning required for operating the Product as defined in the Product Manufacturer's Installation Manual.

III. Title; Risk of Loss; Security Interest

Title to each Product or any part thereof sold separately or otherwise shall pass to the Purchaser upon acceptance of full payment hereof. Risk of loss shall pass to Purchaser upon delivery of the items listed in this agreement. Seller reserves title to the Product sold hereunder as security for the payment of the purchase price; provided that once Purchaser has paid the purchase price in full seller shall no longer have title to the Product sold hereunder. Should the Purchaser default in payment of any charges hereunder when due, Seller may remove and repossess any or all Product hereunder with or without notice or demand, in addition to exercising such other rights remedies as may be conferred on it by law in addition to forfeiture of all deposits prepaid to Seller. Purchaser agrees to execute all documents necessary to perfect Seller's interest. Seller agrees to execute all documents necessary to terminate such security interest once the purchase price as been paid in full.

IV. Warranties, Disclaimers

1. The Seller represents and warrants that, at the time each Product is delivered, the Seller will be the lawful owner of such Product, free and clear of any liens and encumbrances (other than those which may arise from this Agreement) and will have full right, power and authority to sell the same to the Purchaser.
2. The Warranties contained herein are made expressly in lieu of any other warranties, expressed or implied including any warranty of merchantability or fitness for a particular purpose, and of any other obligation or liability on the part of the Seller, whether the transaction is for Sale or Lease, including but not limited to special or consequential damages, arising out of or in connection with this Agreement.

V. Applicable Law

1. This Agreement shall be governed by the laws of New Jersey and constitutes the entire Agreement between the Seller and the Purchaser with respect to the purchase of the Product(s) superseding all prior correspondence between the parties (including, without limitation, any purchase orders submitted by the Purchaser to the Seller). Purchaser hereby consents to the institution and/or defense of any action or proceeding in connection with this Agreement in the Courts of the State of New Jersey. No provision of this Agreement shall be deemed waived, amended or modified by either party unless such waiver, amendment, or modification is in writing signed by the party against whom it is sought to enforce the waiver, amendment or modification.
2. In the event that the Seller retains an attorney to enforce collection of any amounts due from the Purchaser under the terms of this Agreement, the Purchaser agrees to pay the cost thereof, and including court costs. Purchaser further agrees to pay interest at the rate of 18% accruing on any balance due under this Agreement 30 days from default of any payment due hereunder in the event collection proceedings are instituted.
3. This Agreement shall not be assignable by the Purchaser (other than to any affiliate of the Purchaser) without the prior written consent of the Seller, and any attempted assignment without such consent shall be void.
4. This Agreement shall be executed by the Seller prior to being executed by the Purchaser, it shall become voidable, at the Seller's option 10 business days after the date of the Seller's execution thereof, unless the Seller shall have received by such date a copy thereof executed by an authorized representative of the Purchaser.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed and do each hereby warrant and represent that their respective signatories whose signatures appear below have been and are on the date of this Agreement duly authorized by all necessary and appropriate corporation action to execute this Agreement.

Purchaser

By _____ Title _____ Date _____

PO # _____

OCEAN COMPUTER GROUP, INC.

By _____ Louis Tsotakos, President Date _____

Bill To

City of Glen Cove
Anthony Frisa
9 Glen St Fl 3
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Phone #: (516) 676-2000
afrisa@cityofglencoveny.org

SALES AGREEMENT**Block of Support****Quote # KD017016 ver. 1****10/25/2018****Pricing is valid for only 30 Days and subject to change****DELLEMC**
PARTNER
PLATINUM

IT Staff Augmentation		Price	Qty	Extended
	IT Staff Augmentation	\$185.00	40	\$7,400.00
	Services Discount - per Hour	(\$20.00)	40	(\$800.00)
40 Hour Block Contract				
<input type="checkbox"/> Staff Augmentation				
<input type="checkbox"/> Special Projects				
<input type="checkbox"/> M - F 9am to 5:30PM				
Service Request Procedure				
<input type="checkbox"/> All support requests must be logged with Ocean Computer Maintenance via phone or service event entry on provided customer portal. Phone requests must be made by calling the main number at 732-493-1900 and selecting option 3, and entering a support request with details regarding the request including issue, severity, and users affected. Once the information is received, a Service Ticket will be created / assigned by Ocean Computer Maintenance and moved through the Escalation Procedure outlined below.				
<input type="checkbox"/> After the hours of M-F 9:00am to 5:30pm, support requests may be entered via phone by leaving a voice message in the Service Mailbox at 732-493-1900 and selecting option 3, or via provided event entry on the customer portal.				
IT Staff Augmentation Subtotal				\$6,600.00

Summary	Amount
IT Staff Augmentation	\$6,600.00
Total	\$6,600.00



The following terms and conditions shall apply to such purchase and sale:

I. Purchase Price, Payment, Taxes

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2. Purchaser agrees that if payment is not received by Seller within ten (10) days of the date due, Purchaser shall to the extent permitted by applicable law, pay in addition, on demand as an interest charge an amount equal to one and one-half percent (1.5%) of the amount then due for each thirty (30) days or portions thereof that final payment is not made. Such charge shall be in addition to any other remedies available under this contract or by law. Seller expressly reserves the right to pursue any and all such other remedies.

II. Shipping, Handling, Installation Costs

1. The Purchaser shall pay for all shipping, handling, and installation costs.
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2. The Warranties contained herein are made expressly in lieu of any other warranties, expressed or implied including any warranty of merchantability or fitness for a particular purpose, and of any other obligation or liability on the part of the Seller, whether the transaction is for Sale or Lease, including but not limited to special or consequential damages, arising out of or in connection with this Agreement.

V. Applicable Law

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2. In the event that the Seller retains an attorney to enforce collection of any amounts due from the Purchaser under the terms of this Agreement, the Purchaser agrees to pay the cost thereof, and including court costs. Purchaser further agrees to pay interest at the rate of 18% accruing on any balance due under this Agreement 30 days from default of any payment due hereunder in the event collection proceedings are instituted.
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IN WITNESS WHEREOF, the parties have caused this Agreement to be executed and do each hereby warrant and represent that their respective signatories whose signatures appear below have been and are on the date of this Agreement duly authorized by all necessary and appropriate corporation action to execute this Agreement.

Purchaser

By _____ Title _____ Date _____

PO # _____

OCEAN COMPUTER GROUP, INC.

By _____ Louis Tsotakos, President Date _____



City of Glen Cove
9 Glen Street
Glen Cove, NY 11542

BUDGET TRANSFER FORM

DEPARTMENT: Public Works

BUDGET YEAR 2018

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	INCREASE BUDGET	DECREASE BUDGET
A8160-55420	Repairs & Maintenance		\$2,000.00
A5110-55420	Repairs & Maintenance		\$1,466.20
H5110-55420 1813	Purchase of Radios	\$3,466.20	

Reason for Transfer:

To cover purchase of radio system infrastructure & subscriber units
installed.

Department Head Signature:

Louis Saulino

Digitally signed by Louis Saulino
DN: cn=Louis Saulino, o=Dpw Director, ou,
email=lsaulino@cityofglencoveny.org, c=US
Date: 2018.10.05 11:35:33 -04'00'

Date: 11/15/18

City Controller Approval:

Judith Clayton

Date: 11-19-18

City Council Approval – Resolution Number: _____

Date: _____



City of Glen Cove
9 Glen Street
Glen Cove, NY 11542

BUDGET TRANSFER FORM

DEPARTMENT: Youth Bureau

BUDGET YEAR 2018

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	INCREASE BUDGET	DECREASE BUDGET
A7050-51123	GC@3 Salaries		\$11,000.00
A7050-55438	Contractual Services		\$1,300.00
A7050-54360	Printing and Office	\$300.00	
A7050-55450	GC@3	\$12,000.00	

Reason for Transfer:

Need to reallocate funds as needed for supplies and GC@3 programs.

Department Head Signature:

Spiro Tsirkas

Digitally signed by Spiro Tsirkas
Date: 2017.11.29 11:39:17 -05'00'

Date: 11/9/18

City Controller Approval:

Jordan Elia

Date: 11-19-18

City Council Approval – Resolution Number: _____

Date: _____



City of Glen Cove
9 Glen Street
Glen Cove, NY 11542

BUDGET TRANSFER FORM

DEPARTMENT: Police

BUDGET YEAR 2018

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	INCREASE BUDGET	DECREASE BUDGET
PD3120-52230	Equipment Replacement		\$2,000.00
PD3120-55443	Technical Services		\$2,000.00
PD3120-55420	Repairs & Maintenance	\$4,000.00	

Reason for Transfer:

To cover car repairs/maintenance

Department Head Signature: _____

Date: 11/8/18

City Controller Approval: _____

Date: 11-13-18

City Council Approval – Resolution Number: _____

Date: _____



City of Glen Cove
9 Glen Street
Glen Cove, NY 11542

BUDGET TRANSFER FORM

DEPARTMENT: Fire Dept

BUDGET YEAR 2018

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	INCREASE BUDGET	DECREASE BUDGET
A1990-55940	Contingency		\$14,570.58
A3410-55438	Contracted Services	\$14,570.58	

Reason for Transfer:

Transfer to cover unbudgeted fire apparatus repair. Was able to receive another quote from Seagrave dealer that was more than the LI dealer.

Department Head Signature: _____ Date: _____

City Controller Approval: Jandia Clasen Date: 11-20-18

City Council Approval – Resolution Number: _____ Date: _____



City of Glen Cove
9 Glen Street
Glen Cove, NY 11542

BUDGET TRANSFER FORM

DEPARTMENT: Fire Dept

BUDGET YEAR 2018

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	INCREASE BUDGET	DECREASE BUDGET
A3410-52230	Equipment Replacement		\$10,000.00
A3410-54324	General Supplies		\$5,000.00
A3410-55442	Training		\$2,000.00
A3410-55438	Contracted Services	\$17,000.00	

Reason for Transfer:

Transfer to cover unbudgeted Electric repair, authorized by Fire Chief.

Department Head Signature:

Robert H. Marone

Date: 11/20/2018

City Controller Approval:

Judith Allen

Date: 11-20-18

City Council Approval – Resolution Number: _____

Date: _____



CITY OF GLEN COVE

City Hall
9 Glen Street
Glen Cove, NY 11542-4106

City of Glen Cove Special Events Committee

Mission: Collaborate with the City of Glen Cove Public Relations Officer to accomplish three goals:

- Provide the city with additional volunteer resources for existing and new special events (minimum of two new or amplified events each year) and support pursuit of sponsorships* to help reinstate a July 4 fireworks event and underwrite cost of new programs for the benefit of Glen Cove residents.
- Suggest carry forward ideas from GC350 events and new ideas/concepts/activities to complement the city's robust schedule of special events and community activities (over 100+ each year)
- Support city's mandate to program the public spaces at the Garvies Point project (e.g., parks, amphitheater etc.)

Engage proven leadership team from Glen Cove's 350th Anniversary committee and offer community members opportunity to volunteer for individual programs and events.

Committee member terms are for two years beginning with the date of their appointment by the Mayor and City Council.

- "The Comptroller has found that it is proper for a municipality to solicit funds when the person making the donation received something of comparable value in return for their money, as this would render the transaction an equal exchange instead of a solicitation for gifts and donations. Sponsors for City of Glen Cove events (e.g., Senior Recognition Day, Kids Play Day, National Night Out, Merry Tree Festival, Earth Day, GC350, Mayor's Snapper Derby, Adopt-A-Spot, Halloween Pet Parade, etc.) receive comparable value in terms marketing and public relations visibility and community engagement.