RIO NUEVO MULTIPURPOSE FACILITIES

SPECIAL BOARD MEETING

MAY 4, 2016

REPORTED BY

KATHY FINK, RPR

AZ CCR NO. 50493

KATHY FINK & ASSOCIATES

2819 East 22nd Street

Tucson, Arizona 85713

520.624.8644

Page 2 BOARD MEMBERS PRESENT: 1 Fletcher McCusker, Chairman 2 Chris Sheafe 3 Mark Irvin 4 5 Jannie Cox б Cody Ritchie 7 Edmund Marquez 8 ALSO PRESENT: Mark Collins, Board Counsel 9 10 Michele Bettini, Operations Administrator 11 12 BE IT REMEMBERED that a Special Meeting of the 13 Board of Directors of the Rio Nuevo Multipurpose Facilities District was held on the 4th day of May 2016 14 15 at the Arizona State Building in Room 222 commencing at the hour of 3:30 PM. 16 17 18 19 20 21 22 23 24 25

Page 3 PROCEEDINGS 1 2 3 CHAIRMAN McCUSKER: Call this meeting to order. We do have a quorum. 4 5 Mr. Marquez will lead us in the pledge. б (Pledge of Allegiance.) 7 8 CHAIRMAN McCUSKER: Michele, call the roll. 9 MS. BETTINI: Edmund Marquez? 10 MR. MARQUEZ: Here. 11 12 MS. BETTINI: Fletcher McCusker? 13 CHAIRMAN McCUSKER: Here. MS. BETTINI: Mark Irvin? 14 15 MR. IRVIN: Here. 16 MS. BETTINI: Jannie Cox? MS. COX: Here. 17 18 MR. MARQUEZ: Cody Ritchie? 19 MR. RITCHIE: Here. MS. BETTINI: Mr. Sheafe is on his way. 20 CHAIRMAN McCUSKER: Before we take a motion for 21 Executive Session, let me kind of walk through the schedule 22 23 and plans for today because we have a lot of people here 24 early. 25 This is a single item agenda, a special meeting

Page 4 called by the Board to discuss the Caterpillar proposal 1 specifically. It's the only item on our agenda. 2 3 We will have a short Executive Session to go through the legal issues associated with our proposal. I 4 5 would like to keep that under 30 minutes. Mark, do you think that's doable? б MR. COLLINS: Yes, Mr. Chairman. 7 CHAIRMAN McCUSKER: All right. We're not taking 8 any call to the audience today. If you have a comment you 9 would like us to see or hear, I would suggest you email 10 that to Michele's attention at Rio Nuevo and we'll make 11 sure that gets passed around to the Board. We have a lot 12 13 of people on a very tight schedule and we want to make sure that we can spend as much time as we need to on this 14 particular item. 15 16 So with that, I'll take a motion to recess to Executive Session. 17 18 MR. IRVIN: So moved. MS. COX: Second. 19 CHAIRMAN McCUSKER: All in favor say "aye." 20 21 (Vote unanimous.) CHAIRMAN McCUSKER: All right. We'll be back as 22 23 soon as we can. 24 25 (Executive Session between 3:36 and 4:09 PM.)

Page 5 CHAIRMAN McCUSKER: I need a motion to reconvene. 1 2 MR. IRVIN: So moved. 3 CHAIRMAN McCUSKER: Second, please? MS. COX: Second. 4 5 CHAIRMAN McCUSKER: Mr. Irvin made the motion, Ms. Cox made the second. All in favor say "aye." 6 (Vote unanimous.) 7 CHAIRMAN McCUSKER: Thank you very much. Thanks 8 9 for your patience. 10 Let me kind of give some background to this conversation, and then we'll open it up for the Board to 11 12 see how we may want to advance the ball. 13 Since we're the first public jurisdiction that's entertaining the Caterpillar opportunity, I think it's 14 important that the public understand a little of the 15 16 background about how we got here today. It's always hard, particularly for the executive officers when you're 17 competing for a company, particularly a public company, to 18 maintain the confidentiality that the company requires. 19 Ιt means we cannot have a quorum of members involved. 20 Ιt 21 means we can't communicate to the press or really anyone outside the three of us. So the only people from Rio Nuevo 22 23 that have been involved over this couple month period are 24 myself, Mr. Irvin, Mr. Sheafe, as the executive officers. 25 This is also a public company, so we were

admonished early on that we will be privy to insider trading information that if improperly disseminated is a federal crime, you're violating SEC regulation and law. So this is even particularly more concerning for everyone involved.

I think you have seen in the public coverage now
that it included members of the Governor's staff, the
Arizona Commerce Authority, the City of Tucson, Pima
County, and of course Rio Nuevo.

10 This was indeed a competitive process. If you're 11 following the Caterpillar news, Caterpillar is downsizing, 12 consolidating, not unlike Raytheon did when Raytheon moved 13 to Tucson. They are laying off something in the 14 neighborhood of 10,000 people, about ten percent of their 15 work force.

16 As part of that consolidation, the mining division which is headquartered in Milwaukee is looking to 17 consolidate a number of corporate offices, executive 18 offices into a single location. They wanted to do that in 19 a more affordable environment than they currently enjoy in 20 Milwaukee, the cost of living, affordable lifestyles, cost 21 of employees, whatever was in their decision making. 22 So 23 they announced a competitive process that invited cities to 24 basically bid.

25

It is true what you have seen reported in the

paper that our government encountered the site selector.
Company's like that don't do this themselves. They hire a
firm, and there are dozens of them around the country who
represent big companies in shaking out sites. And so all
the correspondence initially is between us and the site
selector, you don't really engage the company until you
make the cut.

The governor saw the site selector and said, we 8 9 will do whatever it takes to be competitive for 10 Caterpillar. That's an important statement in and of itself because historically we have not been that 11 competitive. We believe that our weather and our bike 12 13 paths and our quality of life should be enough to attract a company. Well, ask the people in Huntsville, Alabama how 14 that works. 15

Economic incentives have become a huge piece of companies that are willing to relocate, and it forces state and county, regional, city government, if you want to attract big business, you've gotta put some skin in the game. And Arizona has not historically been very good at this.

I can honestly tell you today, this is the most aggressive package the State of Arizona has ever put in front of a relocating company. A piece of it -- and we'll talk about our piece of this -- was in up-front cash to

offset the cost of a company of this size relocating a
 large base of employees.

3 The Commerce Authority is advancing \$4M to the prospect of Caterpillar coming. We have offered to put up 4 5 \$2M of cash to enable them to defray the costs of б relocating. I don't think there's ever been a proposal in Arizona that advanced or even discussed the option of cash 7 up-front. That immediately put us in the game. If we 8 hadn't done that, we would be saying, you know, welcome to 9 10 Denver, Caterpillar.

Beyond that it's probably the most collaborative effort, certainly since I've been be on this Board, that we have been involved with, with multiple jurisdictions. It took some of all of us to put this together, to entice this company to Tucson.

16 It had to include temporary space. It had to 17 include a sizeable headquarters building, which none exist 18 today, so that meant something was going to have to be 19 built. It had to provide for a staggered relocation time 20 frame, some of that immediately and some of it over a 21 period of a year. And it had to be competitive 22 economically.

23 So to be sitting here today and telling you that 24 we have been selected as Caterpillar's first choice to 25 relocate their mining division headquarters, from my

perspective, and I think I speak for the Board, is astonishing, unimaginable, given what historically the City of Tucson goes through failure after failure of our capabilities in recruiting this kind of target.

5 We have the opportunity, since we're first up, to б advance the ball. We will discuss a major commitment of State dollars -- remember we are State, we work for the 7 president and speaker and the governor -- committed to 8 Caterpillar to help them relocate. Nothing we do today is 9 going to make the deal final. The County still has to have 10 a Board of Supervisors meeting, the City still has to have 11 a Mayor and Council meeting, the State has to deal with 12 13 whatever piece of the package they put together.

But I truly hope today we can demonstrate to Caterpillar how important they are to this community by the actions we take as a Board.

17 So I'm going to tick through kind of the things 18 that we are going to discuss. If any of you want to make 19 an opening remark, now would be the time.

20 (No response.)

25

21 CHAIRMAN McCUSKER: So write these numbers down.
22 Two, four, 700, 50 million, 25, and 1.9 billion. It's kind
23 of like giving you the weather and now I'm going to give
24 you the cities.

\$2M dollars is our request of the Rio Nuevo Board

1 to make a cash commitment to Caterpillar in conjunction
2 with the Arizona Commerce Authority's \$4M commitment they
3 intend to make to Caterpillar. It has all kinds of strings
4 attached to it and we wouldn't do our \$2M unless they do
5 their \$4M and the State and the company agree to the
6 criteria.

7 700 to 900, that's the number of jobs that
8 Caterpillar will employ in their mining division located in
9 Tucson, Arizona.

10 \$50M is the budget the company is giving us to 11 help them build a new permanent headquarters. The site 12 that we have selected for that, in conjunction with the 13 company and the City, is immediately on the other side of 14 the Gutierrez Bridge, in fact, on the original Rio Nuevo 15 master plan.

Can we pull up something?

17 MS. BETTINI: Yeah.

16

18 CHAIRMAN McCUSKER: It's a five-acre parcel, where 19 we affectionately today call the hole in the ground, which 20 was partially excavated. Rio Nuevo is proposing to acquire 21 that site from the City and build and construct a 22 headquarters building for Caterpillar's surface mining 23 division.

24 So that's the hole in the ground. If you go 25 immediately to the right or east of that, right along the

1 Cushing Street frontage and along the river, without 2 disturbing the trail system there, the DeAnza trail and the 3 bike loop, that would roughly be the placement of the 4 headquarters building. Some of it may be above what is 5 excavated as underground parking.

6 We don't have a design, we don't have a concept to show you, we don't have a predisposition about what this 7 would look like. It obviously is concerning to us as 8 9 stewards of this property whether we own it or not, that it 10 be consistent with the origins themes, that it not be some glass and marble, you know, monolithic statement to who 11 12 knows what, but it's important to us that its design and 13 esthetics, its plazas, it access to the trail system, its outdoor opportunities, its connectedness to the Convento, 14 to the Korea house, to Mission Garden, be part of the 15 16 tapestry that's weaved through this development.

You will also remember that the County has given us a boat load of dirt to move around, which also enables us to potentially landscape the area south of what would be Caterpillar's headquarters.

Again, the City has to approve the land swap. Rio Nuevo Board, assuming everything else comes together, would sit down with the company and design and initiate a build-out of this headquarters building.

25 It was important in Caterpillar's site selection,

and I don't think it's lost on you that have been following 1 2 the story, the proving grounds is 22 minutes south of this 3 site on Interstate 10. It's where Caterpillar brings all of their customers, potential customers to demonstrate 4 5 their heavy machinery. So what we have constructed for б them is a triangle that can be corporate headquarters, meeting space, quick trip down to actually see their 7 equipment in operation, and I think that was the big part 8 of the reason they selected Tucson. 9

10 So we want to hear from Joe Snell. I think it's 11 important for all of us to understand the economic impact 12 of the decision we're about to consider.

Joe, are you ready? I think we are interested in everything the Sun Corridor knows about the economics, the employment, what a brand like this does for our community, how it affects your ability to recruit other Caterpillars.

17This is certainly -- certainly in my experience on18the Board -- the biggest decision we have ever made.

MR. SNELL: Thank you, Fletcher. Thank you,Board.

21 CHAIRMAN McCUSKER: Introduce yourself for the22 record.

23 MR. SNELL: Excuse me. Joe Snell. President, Sun
24 Corridor, Inc.

Chairman McCusker stated it correctly. This --

25

and I think our good friend Gabby who wrote the wonderful story in the Star today, had the right headline -- this is the biggest economic deal in southern Arizona in 25 years. We are talking about something that is monolithic and transformational to this economy.

6 Why? Fletcher did a very good job of rattling off 7 some numbers. \$1.9B injected into this economy over the 8 next ten years. Between five and 700 jobs, more likely up 9 to 1,000 when it's all said and done of total employment for 10 this company.

11 The number you did forget is 92,000. That is the 12 average wage of these employees. You know, a community that 13 has struggled for the last three decades of creating a lot 14 of jobs that are below the national average, this is more 15 than double the national average.

16 So from an economic standpoint, this is the home run that this community has been, I assume, waiting for. 17 Ιt will have transformational qualities on this market. 18 This is the regional or divisional headquarters. The impacts 19 20 will be great on our small business community, because, as 21 we know -- remember, Raytheon has a regional headquarters, or division headquarters here, one of their four divisions. 22 23 They buy from suppliers and vendors locally, they hire, 24 their people go to restaurants, they buy homes. The trickle effect will be enormous in this community and all good 25

1 things will come from it, and that's what we anticipate with 2 this.

Philanthropy will increase, you know, I'm hoping our air service increases because when you're a regional headquarters group, people come in and out of here and it's going to create a demand. So all good things on the economic front will come from this.

Reputation -- what Fletcher was alluding to --8 this does an awful lot for our reputation because, frankly, 9 10 Tucson has got a reputation of not really playing in the big leagues the last 30 years in the relocation business. 11 This 12 changes that. And just the news media that happened 13 yesterday -- I got a call in the last 24 hours out of London and one out of Mexico City that people caught this news. 14 Ιt puts us on the map. We are constantly branding Tucson as a 15 16 business center, because we are well known as a place to retire, a place to golf, a good university and all that, 17 we're not necessarily seen as a leading business center. 18 I believe wholeheartedly this changes that because it's not 19 20 just a Raytheon town and a university town. So it's going to help in our brand, and in this business one begets two, 21 two begets three, so we see good things happening with that. 22

As Fletcher said, most of this industry is driven by about 400 individuals called site selectors, companies actually hire these folks to go out and help them when they

1 either relocate or expand.

2	We have something else we announced a few months
3	ago as a community. The site selectors have an annual
4	conference every year, and most recently it was held in
5	Nashville. In March, next March of 2017, they will be
б	holding for the first time in Arizona their conference
7	here in Tucson. This was a long hard battle to win.
8	So I think this represents enormous opportunity
9	for this community because we can get Caterpillar launched.
10	They are excited to be here, by the way. We can follow that
11	up with 400 of the leading decision makers of where
12	companies relocate in town and we can point back to
13	Caterpillar, Home Goods, other companies. This is our time,
14	folks.
15	I'll take any questions you have. I want to thank
16	you, I want to thank Fletcher for the hard work on this.
17	This stuff doesn't happen overnight. I always joke when
18	people say, did you tell them it's nice weather? Well, yes.
19	But these things take months in the making, and this company
20	feels really good about their new home. It's a company that
21	loves their employees. I encourage you to support this, and
22	I think good things will come from it.
23	I'll take any questions you might have.
24	CHAIRMAN McCUSKER: Describe, I think, what you
25	call the soft landing. I think one of the things that was

most impressive to me and I know resonated with the 1 2 company, we've got dozens of CEOs that reached out to this 3 company, but moreover, you assigned them now to a comparable executive in Caterpillar, right, so talk about 4 5 that and just the importance of that in terms of -- I don't know what Raytheon did when they moved here, but we don't 6 get the chance to move hundreds of people at once, you 7 know -- but how do we make sure that they are welcome in 8 Tucson, that they assimilate, that they're not worried 9 10 about tarantulas.

Page 16

Well, one of the issues when we 11 MR. SNELL: Yeah. were back in Milwaukee, really understanding the culture of 12 13 this company, meeting with not just the executives out there, but the rank and file employees, and we went 14 undercover, they didn't really know who we were, you know, 15 16 it hit us and then we had a chance to talk about it here, but people don't like change, nobody likes change. 17

This is a company where, you know, in Milwaukee, 18 part of the midwest, the desert was scary to them, just the 19 desert alone. A lot of misconceptions of what life would 20 21 be out here. They could get a sense of Denver, they could get a sense of other communities, but, you know, they don't 22 23 know it. They maybe come on vacation and, you know, what 24 are your schools like, you know, do you have interstates. Yeah, we have all that. 25

So we came up with a program that, it's really been a combination of a lot of different projects, but it's landed in totality on this one, something we call soft landing.

5 What soft landing is, it's a multi-pronged 6 initiative designed to soften the landing of major numbers 7 of people coming in here.

So Fletcher referred to the matchmaking. We have 8 9 come up with one element, which is a concierge program, 10 where, starting with the Sun Corridor Board of Directors, but executives across town, we made a commitment to 11 12 Caterpillar that -- like you would see in a private school 13 where a new family moves in, they're assigned an existing family to help them. Do you have a recommendation for a 14 good dentist? How do you do this? So we're going to do 15 16 that.

17 And Caterpillar responded very affirmatively to 18 that suggestion. So we're going to do a lot of that 19 concierge service, so you can have somebody invite you over 20 for a barbecue, start to engrain you in this community. 21 That's one aspect.

22 Something else is occurring right away with the 23 soft landing. We are doing a series of webinars with the 24 company and all their employees. Starting later this month 25 we are going through what we call Tucson 101, where we walk them through everything about Tucson, and we're going to bring in people, school superintendents. I talked to the president of the university today, he can talk about higher education. We are going to engrain them real quick. Really, without droning on, the whole purpose is to soften the landing.

I was at a luncheon today, and I don't know 7 remember, Fletcher, if it was you, or Edmund, you were 8 there, or the governor, we have a lot of people that come 9 10 here, a lot of people that make up Arizona, 70 percent or 60 percent are from somewhere else. I know I went through 11 a move, and it's hard when you move, you don't know 12 13 anybody, you don't know anything. We want to make sure that is softened or mitigated with these guys. 14

I will call a shout out. One of the things we did 15 16 do with this, we were able -- and I know he's fine with me talking about it -- we were able to schedule some time for 17 Steve Eggen, who just retired as CFO for Raytheon, who led 18 the whole process of bringing all those employees in when 19 Raytheon went through its expansion, and Joe Coyle with 20 Raytheon, who was HR director, to sit down with Caterpillar 21 and give them some great ideas of things that worked, 22 23 things that didn't work.

24 So this is really the concept behind it, but it's 25 really multifaceted.

Page 19 MR. RITCHIE: Joe, quick question for you. 1 MR. SNELL: Yeah. 2 3 MR. RITCHIE: Do you have any kind of idea, just a guess, maybe an educated guess, how many ancillary jobs 4 5 might be created in servicing, you know, just restaurant jobs, construction jobs, with a company this size moving 6 here? 7 MR. SNELL: I would have to check. I would hate 8 to throw out a number in a public forum. The multiplier 9 10 could be as high as four on this, given it's a headquarter, but we would have to run that analysis. So I would say 11 safely two to four jobs, especially with the wages created 12 13 here. You know, 92,000, this is disposable income, so 14 these people can go out to eat, they can go shopping, they 15 16 can buy homes. I would have to run it, we would have to look at the SIC codes of every single occupation. 17 It's going to be big, real big. They don't get any bigger. 18 19 CHAIRMAN McCUSKER: Any questions for Joe? 20 (No response.) CHAIRMAN McCUSKER: Mr. Snell, thank you very 21 much. 22 23 MR. SNELL: Thank you, and thank you for all your 24 hard work. 25 CHAIRMAN McCUSKER: Thank you for yours.

What is your pleasure?

2 Mr. Marquez?

1

3 MR. MARQUEZ: Mr. Chairman, I move we pass our 4 prepared resolution. In an effort to be as transparent as 5 possible, I would like to read through it, especially to 6 the individuals in the crowd.

7 Pursuant to the foregoing recitals and subject to 8 execution of the documents necessary to finalize as binding 9 the ACA agreement and the Pima County agreement, the Board 10 hereby directs its executive officers and counsel to 11 negotiate, prepare and bring back to the Board for final 12 approval the documents and agreements necessary or 13 convenient to:

14 Number 1. Moving expenses: Contribute \$2M to
15 help defray Caterpillar's moving costs, which payment will
16 be made concomitantly with ACA's payment of \$4M for the
17 same purpose.

18 Number 2. New facility construction:
19 A) Acquire the site from the City of Tucson in
20 exchange for the release of some of the debt owed by the
21 City to the District.

B) Commence the process of obtaining the
financing for the construction of the new facility to
accommodate 700 to 900 employees at a cost of up to \$50M.
C) Design a new facility pursuant to

1 Caterpillar's requirements.

D) With Caterpillar's involvement select the design and construction professionals in accordance with the District's Procurement Code and Title 34 of the Arizona Revised Statutes.

6 Number 3. Lease of the new facility: Lease the 7 site and the new facility to Caterpillar. The lease will 8 include the following provisions:

9 A) The lease term shall be for 25 years
10 commencing upon substantial completion of the new facility.

B) Should Caterpillar so desire, the lease may include an option to purchase the site and a new facility at the end of the lease term for a nominal amount or during the lease term by payment in full of the remaining principal balance of the District's cost of acquiring the site and designing and constructing the new facility.

17 C) The lease will be triple net such that 18 Caterpillar will be responsible for all operating and 19 maintenance costs, taxes and utilities associated with the 20 site and the new facility.

D) Notwithstanding the triple net nature of the lease, the District will provide a pass-through abatement of the property taxes for the first eight years of the lease term and during the following seven years the rent will gradually increase until this property tax relief

Page 22 expires. 1 2 E) The base rent of the lease will be structured over the time to cover the District's design, building 3 costs, financing costs, including interest plus the \$2M 4 5 moving expenses. CHAIRMAN McCUSKER: Any discussion, comments, 6 7 anything that's not clear? 8 MR. COLLINS: I think you probably need a second. 9 CHAIRMAN McCUSKER: That's right. We didn't hear 10 that. MS. COX: Second. 11 12 CHAIRMAN McCUSKER: Now, any discussion? 13 MR. SHEAFE: We'll be entering this in the record 14 and on the website in case anybody missed any portion of 15 it. 16 CHAIRMAN McCUSKER: Pass or fail we'll post it. Michele, call the roll. 17 18 MS. BETTINI: Edmund Marquez? MR. MARQUEZ: Aye. 19 20 MS. BETTINI: Chris Sheafe? 21 MR. SHEAFE: Aye. MS. BETTINI: Mark Irvin? 22 23 MR. IRVIN: Aye. 24 MS. BETTINI: Jannie Cox? 25 MS. COX: Aye.

MS. BETTINI: Cody Ritchie? 1 2 MR. RITCHIE: Aye. 3 MS. BETTINI: Fletcher McCusker? CHAIRMAN McCUSKER: Aye. 4 5 THE COURT: Unanimously, the Board passes the resolution to help Caterpillar relocate to Tucson. 6 There is a note in here that it will also post to 7 the website. We will follow the State's Procurement Code 8 as we go forward. The first piece of that will be a 9 10 Request for Proposal from architects to assist us in this design, so if you're in the trade watch for something on 11 12 our website. 13 Again, subject to all the other jurisdictions final approval of this project. 14 MR. SHEAFE: Mr. Chairman, just to make absolutely 15 16 sure that it's understood. All the steps that we need to take to initiate this process were pretty incorporated into 17 the motion -- could we make sure that I'm stating that 18 correctly. 19 MR. COLLINS: That's my opinion, Mr. Sheafe, is 20 that by that motion passing, you have authorized the wheels 21 to start turning, obviously, subject -- as the chairman 22 23 commented -- subject to the Arizona Commerce Authority's 24 agreement being finalized and the Board of Supervisors, but you have authorized us to start working on that project. 25

Page 24 CHAIRMAN McCUSKER: And the other jurisdictions 1 could give us a curve ball, right? 2 3 MR. COLLINS: Yeah. CHAIRMAN McCUSKER: So they've still gotta go 4 5 through their process. 6 MR. COLLINS: Right, right. 7 CHAIRMAN McCUSKER: But otherwise it would not have to come back to us. 8 9 MR. COLLINS: Not to get the ball rolling. All the -- there are obviously complex agreements that need to 10 be prepared, which will come back to you, but we've gotta 11 get the ball rolling and you just got the ball rolling, in 12 13 my opinion, on all fronts. 14 CHAIRMAN McCUSKER: I'll entertain a motion to adjourn. 15 16 MS. COX: So moved. 17 MR. IRVIN: Second. 18 CHAIRMAN McCUSKER: All in favor say "aye." (Vote unanimous.) 19 20 CHAIRMAN McCUSKER: Thank you very much. 21 (Whereupon, the meeting was concluded at 4:48 PM.) 22 23 24 25

	Page 25
1	CERTIFICATE
2	
3	STATE OF ARIZONA )
4	) ss. COUNTY OF PIMA )
5	
6	I, KATHY FINK, hereby certify that I was present
7	at the foregoing Special Board Meeting for the Rio Nuevo
8	Board of Directors; that said proceedings were recorded
9	stenographically by me and that the foregoing pages of
10	transcript represent a complete and accurate
11	transcription of the proceedings to the best of my
12	ability.
13	WITNESS MY HAND this 5th day of May 2016.
14	
15	KATHY FINK
16	RPR, AZ CR 50493
17	
18	
19	
20	
21	
22	
23	
24	
25	