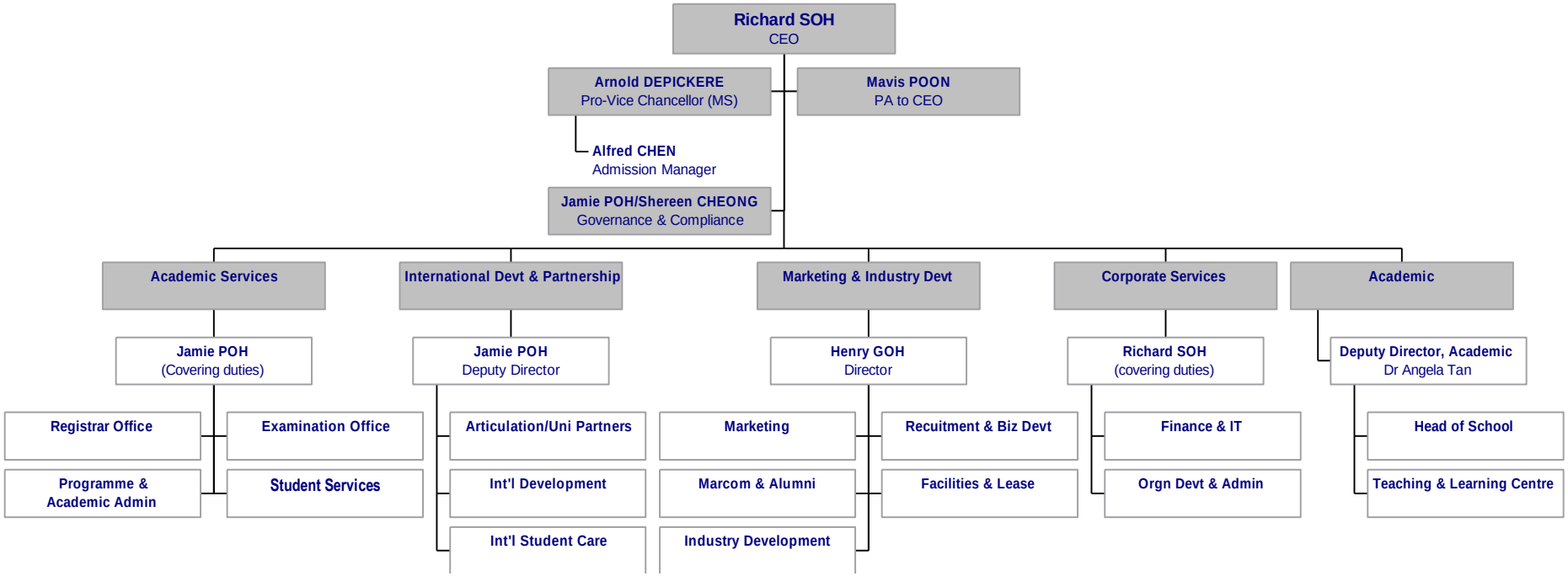

With Effect from 1 December 2011