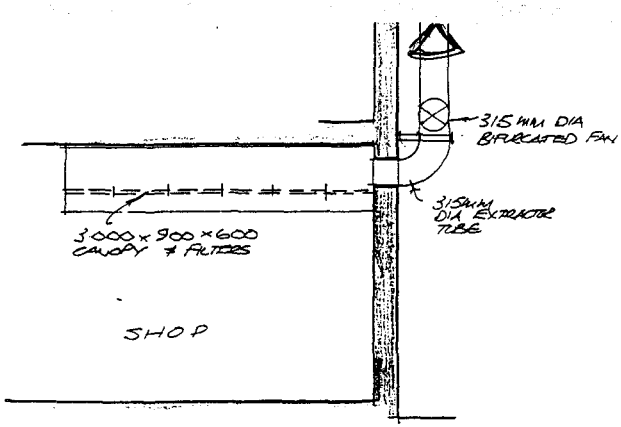
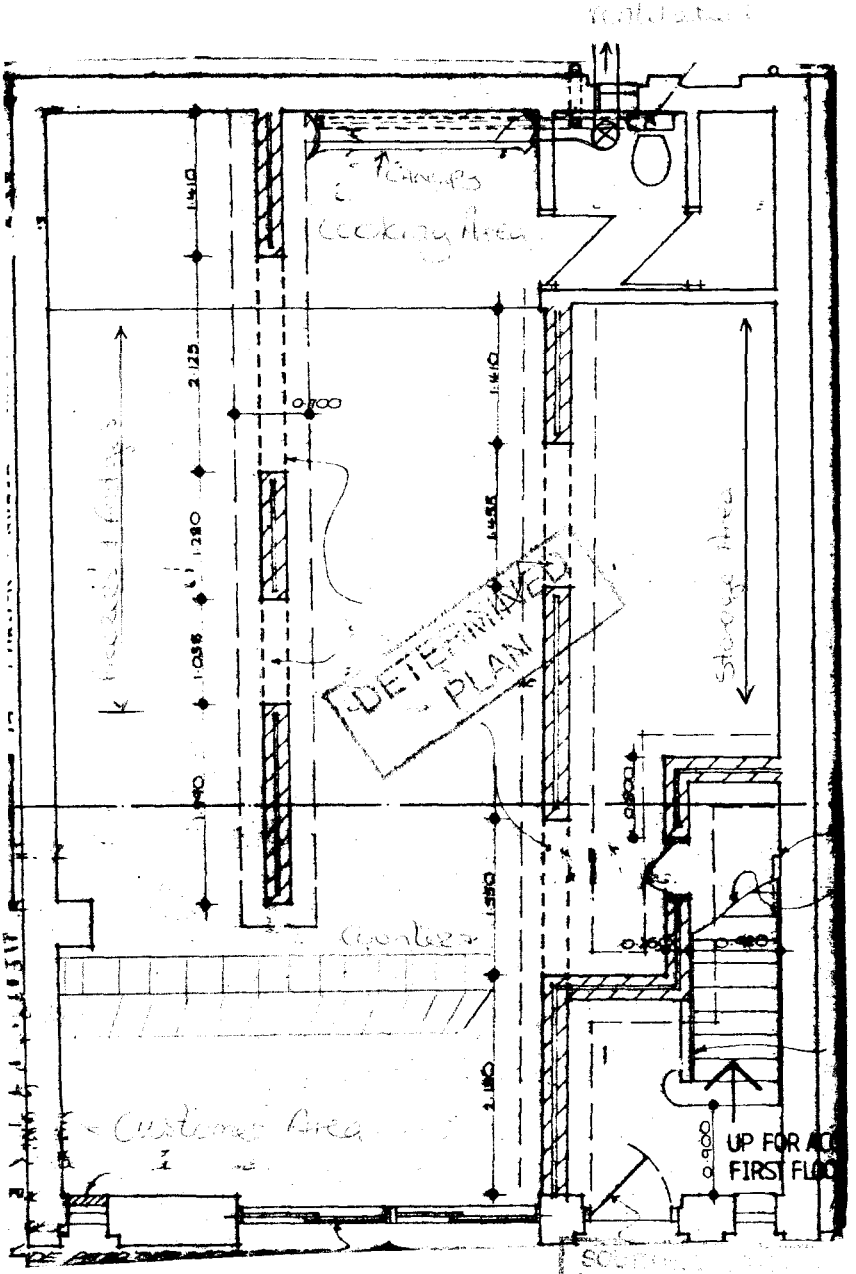


PLAN REFERED TO

DETERMINED PLAN

22 OCT 1997

Ref: 1134/97



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