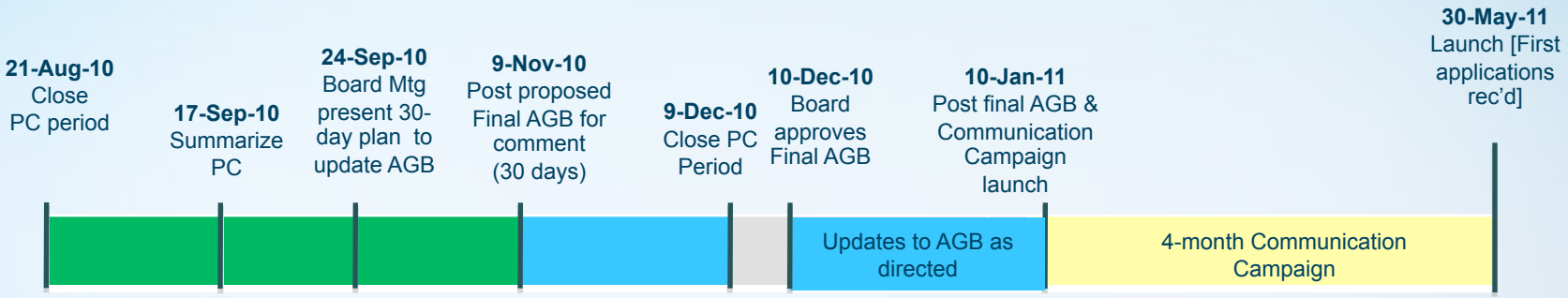Working Plan Adopted 28 October 2010