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group, but you do not explain why this is the case or how other components of your compensation packages compare to the peer group. Please revise accordingly.

Elements of 2010 Executive Compensation, page 12

2. We note that the Corporate Performance Component impacts 30% of a participant's maximum bonus amount. Although you note that the Corporate

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- x staff comments or changes to disclosure ipgese to staff comments do not foreclose the Commission from taking any action with respect to the filing; and
- x the company may not assert staff comments as a defense in any proceeding initiated by the Commission or any person under the federal securities