

To The SEC:

Stockholder total return provides a needed perspective to evaluate management's pay, and without it, there is no balance to the discussion of compensation. If management delivers for us what is satisfactory to us as shareholders, then what is there to object about? The total return chart is the only way investors have to measure any changes to management's remuneration and it is the only way shareholders have of evaluating any raises. I do not understand why you have not considered this simple and straightforward presentation of the facts: executive pay versus returns for shareholders with a plain text.

True total return performance charts now incorporated in the executive compensation section of the proxy are not accessible via the internet as far as I can tell. Furthermore, I do not altogether trust the internet. How many times a week do you hear about internet abuse. This chart should be a part of the proxy to insure consistency and for the ease of the shareholder.

I feel to remove the total return chart completely from the proxy as recommended by the SEC needs to be reconsidered. The total return chart is the single thing in the proxy that lets investors see what a company has delivered for them by way of financial results. It is the only means we investors have to measure management's comparative performance in relation to others in a peer group of companies and the market.

Sincerely yours,

David Grier
Investor / Artist