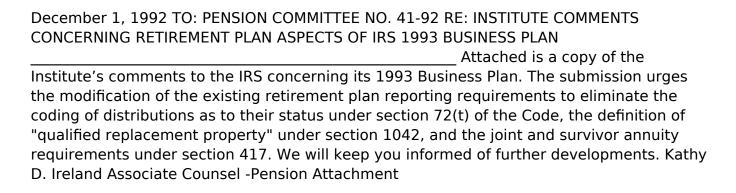


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INSTITUTE COMMENTS CONCERNING RETIREMENT PLAN ASPECTS OF IRS 1993 BUSINESS PLAN



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