

Message

**ikon****Letter of Comment No: 5699**  
**File Reference: 1102-100**

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**From:** Stacey Sutay  
**Sent:** Wednesday, June 30, 2004 11:23 AM  
**To:** ikon; Karen Salmansohn  
**Subject:** FW: Reference Number 1102-100

-----Original Message-----

**From:** Colleen Sullivan [mailto:colleensully@yahoo.com]  
**Sent:** Wednesday, June 30, 2004 11:18 AM  
**To:** Stacey Sutay  
**Subject:** Reference Number 1102-100

To Whom it May Concern,

As an individual that does not make a high salary having the ability to be granted stock options or ESPP from my company gives me the potential to acquire something in my future.

For a single middle class individual if you don't have two incomes your possibilities of being a home owner are slim to none. Having the ability to be granted stock options or ESPP gives individuals like myself to see that a dream such as owning a home is not out of reach.

I have worked at other companies (well established companies) in the past that didn't offer options to an individual below executive level. As an administrative assistant, I worked hard but I think if I felt as though I had a stake in the company I would have contributed more.

When I had the opportunity to go to Netscape, my first experience with a company that offered stock options to all levels; it seemed only natural to work 14 or more hour days. The drive to want to make the company succeed seemed so much higher. To feel the benefit/reward when I sold some stock to be able to put a down payment on a house was so exciting. This would not have been possible just on my salary.

I've been fortunate with the companies that I've been with that offered stock options to strive to attain a *piece of the American Pie* that I wouldn't have been able to with out. In this economy, if you eliminate broad base employee stock options you are taking away that possibility from hard working individuals such as myself.

For middle class individuals such as myself gives us opportunities that we would only other wise dreamed of. Please don't take away our dreams.

Thank you for your time

Colleen Sullivan

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6/30/2004