I would like to encourage your organization to keep stock options in place for employees. This is a huge motivation for mid-level professionals often found in the trenches working hard for the company to succeed. This great country was founded and developed by entrepreneurs. This still exists today, often in smaller companies. Stock options motivate professionals to work hard and develop new products and if successful grow quality jobs. The U.S. is not going to compete in industries with mature products. We need innovation and new products. Keep stock options! Thanks Bill Bryker