

Nancy Young
Spokane, WA
United States

Elizabeth M. Murphy
Secretary
U.S. Securities and Exchange Commission
100 F St. NE
Washington, DC 20549-1090

Re: Pay Ratio Disclosure, File No. S7-07-13

Dear Ms. Murphy,

I am an investor.

I strongly support regulations that would require publicly-traded companies to disclose CEO-to-median worker pay ratios. As income inequality reaches unprecedented heights, the public has the right to know which corporations are fueling the yawning gap between rich and poor.

Disclosure of CEO-to-worker pay ratios are also crucial for investors. This information is important for determining whether corporations are diverting resources to executives at the expense of long-term investments and workforce development. Additionally, investors need to be able to gauge whether executives' compensation is falling in line with their performance.

I'm an investor who is also concerned about decent wages for those who actually do most of the work to support the company. For many years I have thought the lopsided reimbursement to employees (common) and the upper tier of employees is tilted too much in favor of those in that high loft. In fact, the salaries and bonuses (and other perks) makes it seem that the company exists only for this upper level.

In various companies it has been shown in the past that those with the greatest pay do not necessarily earn it, with sometimes costly decisions to the business. If attracting the "best" means paying ridiculously high wages (and benefits), let those who are hired for these positions earn their keep over time, just like employees at lower levels do.

My Father worked for Pitney Bowes most of his adult life, as a blue collar worker. He was rewarded with the many helpful suggestions he offered the company. Making the salaries of the upper level employees more reasonable, instead of outrageously high, might encourage them to perform better on their jobs to achieve rewards for ideas that work. The idea of rewarding for work well done is then more equitable among all employees, instead of paying the high salaries up front in expectation that the employee will perform well but before that actually happens.

Sincerely,

Nancy Young