

Mr. Aigar Kalvitis
Prime Minister of the Republic of Latvia
Brivibas Boulevard 36
1520 Riga
Latvia

June 12, 2007

Dear Sir,

Recently you have received a letter from the European Federation of Employee Share ownership (EFES), asking your attention for effective legislation in the area of employee share ownership. As a member organisation of EFES the Netherlands' Participation Institute (SNPI) takes the liberty to express its support for this action.

From the point of view of SNPI, employee share ownership is an effective instrument in the framework of modern human resources policy. According to substantive evaluative research it is positively associated with organizational commitment and may contribute to labour productivity and entrepreneurship.

In the framework of EFES activities the Netherlands' Participation Institute will be delighted to cooperate with your Government or with national institutions in this field.

Yours faithfully,

Mrs. Marjon Westerhof-van Gelder M.A.
Executive Director
Netherlands' Participation Institute

Mrs. Pascale Nieuwland-Jansen M.A.
Executive Director
Netherlands' Participation Institute