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Tom Choe  
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June 25, 2004

Robert H. Herz, Chairman  
**Director of Major Projects -- File Reference No. 1102-100**  
Order Department, Financial Accounting Standards Board  
401 Merritt 7, P.O. Box 5116  
Norwalk, CT 06856-5116

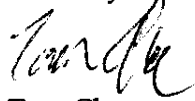
Dear Chairman Herz:

Today's poor economic environment prevents the majority of companies from offering decent pay raises for their valued employees. They definitely cannot afford to offer them bonuses. That is why, it has become so important for companies to create new and exciting incentives to attract talented workers. Stock options have proven a positive way in which to let prospective employees know that a company genuinely cares for the future of its people as well as a way to compensate employees fairly for their labor. That is why the FASB's proposal to expense stock options would be such a tragic error in judgment.

As an employee, I rely on stock options as part of my investment portfolio to supplement my income and provide for my family. I know this is also the case with several of my co-workers, and indeed many workers across the country. If my company were forced to eliminate stock option plans, it would surely lose a number of highly valued employees. It would also adversely affect an employee's ability to adequately prepare for their own future.

That is why I am writing today; to urge you to oppose the mandated expensing of stock options. I hope you will consider the needs and rights of employees to have access to stock options as a way to provide for their financial futures. Tell the FASB 'NO!' in reference to this unnecessary government interference. Thank you.

Sincerely Yours,



Tom Choe

cc: Senator Barbara Mikulski  
Senator Paul Sarbanes