

ikon

---

**From:** Berry, George [George.Berry@nasdaq.com]  
**Sent:** Friday, June 18, 2004 12:31 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100

**Letter of Comment No: 501,**  
**File Reference: 1102-100**



InterScan\_SafeSta  
mp.txt (296 B...

I am writing to express my concern over the current consideration to mandate expensing of stock option plans. Stock options have proven to be a very effective element of compensation plans at a variety of companies of almost every size and industry sector. They provide short- and long-term incentives to help drive value and improve the competitive position of US businesses. Broad-based plans create a culture and reward that aligns management and employees with shareholders interests. With more and more companies eliminating traditional pension plans, stock option programs create an opportunity for managers and employee/owners to benefit from a long-term incentive. The proposed accounting changes are very likely to cause many companies to eliminate and/or reduce the scope of these programs.

Thanks for your consideration,

George J. Berry, Jr.  
Managing Director  
Nasdaq Stock Market, Inc  
(312) 601-2180  
george.berry@nasdaq.com