

Monique Johnson  
491 Lincoln Avenue  
Bridgeport, CT 06606

Letter of Comment No: 4960  
File Reference: 1102-100

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**Director of Major Projects—File Reference No. 1102-100**

Robert H. Herz, Chairman  
Order Department, Financial Accounting Standards Board  
401 Merritt 7, P.O. Box 5116  
Norwalk, CT 06856-5116

Dear Chairman,

Today's competitive and budget restrict business world makes it imperative for companies to find new and exciting incentives to attract talented workers. In most instances, the very livelihoods of many businesses rely on such incentives as stock option plans. It is one very important way to let prospective employees know that a company genuinely cares for the future of its people.

The stock option expensing standard proposed by the FASB will force companies to report expenses for money that might not ever be spent. Instead of displaying a true picture of the company's earnings, this standard would cause companies to have imaginary numbers in their books. This will create accounting chaos for companies and will eventually force them to stop using stock options as an incentive for their employees because it will become too expensive and time consuming to do so. The ones who will feel the greatest negative impact will be the employees who rely on stock options to help secure a better financial future for themselves and their families.

As an employee, I understand the importance of stock options and what a valuable incentive they are to employees. That is why I am so positive that the proposed FASB standard would be an encumbrance on my financial security. I know that you receive mail everyday with similar requests for help on numerous issues, but this is different. This issue really does require your direct attention. Please handle this matter appropriately and say "NO" to the FASB standard. In doing so, you will provide employees with a greater sense of financial security. Thank you.

Sincerely,



Monique Johnson

cc: Senator Christopher Dodd  
Senator Joseph Lieberman