Letter of Comment No:4975 File Reference: 1102-100

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

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

Dear Chairman Herz:

I firmly believe that the mandated expensing of stock options is a mistake. Employees will be the ones to suffer if this plan is allowed to take effect. Given our current economic climate, stock options are a great incentive and fuel motivation for many employees while supplementing their current incomes. That is why I am writing to ask you not to change the current standards for reporting stock options, which are more then adequate, and allow for the continued financial growth of our nations employees.

In today's economic environment, the majority of companies cannot afford to pay their employees what they are truly worth. That is why, when I was job hunting, I specifically targeted companies that offered stock options. I knew that competition in the workforce was strong, so I looked for employers that could offer me job security as well as the ability to save for my financial future. Simply put, a company that offers stock options is willing to invest a great deal in their employees and I value that greatly. In my opinion, this type of environment is what sets companies apart from the rest. I would hate to see it stripped away by the FASB's new proposal.

I sincerely appreciate you taking the time to mull over my concerns. I believe mandatory expensing of stock options is an important issue that could have a severely adverse affect both on existing small businesses and their employees. The issue of personal freedom involved in this issue is also imperative. Therefore, please say NO to the FASB's new accounting standard.

Sincerely Yours,

Cinzia Bod

cc: Senator Christopher Dodd Senator Joseph Lieberman