Letter of Comment No: 4947 File Reference: 1102-100

Duane Roe 202 Pinewood Trail Trumbull, CT 06611

June 24, 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:

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.

From a personal standpoint, the mere fact that the company I work for offers stock options lets me knows I am valued and trusted. Stock options motivate employees because they feel they can be a true benefit to their company's success. Because of stock options, I am extremely motivated to do all I can to help my company and workers so that the company can continue to grow and the stock benefit increase. With stock options, employees become a part of a committed team.

As an employee, I can fully appreciate the importance of stock options and what a valuable incentive they are to employees. The proposed FASB standard would be detrimental to my financial security. I know that you receive mail everyday with constituent requests, but this is different. This issue demands your direct attention. Please handle this matter appropriately and say No to the FASB standard. Thank you.

Sincerely Yours,

Duane Roe

cc: Senator Christopher Dodd Senator Joseph Lieberman

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