Letter of Comment No: 4944
File Reference: 1102-100

Gautam Sarkar
205 Elm St. #7
West Haven, CT 06516

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

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

Dear Chairman Herz

Today's economic climate prevents companies from offering decent pay raises for their valued employees. That is why, now more than ever, companies must create new and exciting incentives to attract talented workers. In most cases, the ability for many businesses to keep their doors open rests solely on such incentives as stock option plans. It is one positive way 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. . I know that when I am searching for a new job, one of the things that will attract me to a company is stock options.

It is basic knowledge that broad-based employee stock option plans help to develop employee dedication while allowing those employees to provide for their financial futures. Those are two of the main reasons as to why I am dedicated to the use of stock options as incentive programs for employees. They are also the primary reasons as to why I object to the FASB's attempt to mandate the expensing of these stock options

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.

Warm Regards,

Gautam Sarkar

cc: Senator Christopher Dodd
Senator Joseph Lieberman