Venkat Pasnoor 3291 Huntington Road Trumbull, CT 06611 Letter of Comment No: 4943 File Reference: 1102-100

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:

America's companies depend on creative options to attract and retain the best people in order to remain competitive and financially in the black. Stock option plans are used by many employers to attract the best employees out there. That is why implementing these new accounting standards would prove so harmful.

The condition of our national economy prevents the majority of companies from offering their employees adequate pay raises for superior performance. Therefore, in order for companies to attract and retain talented workers they must create new incentives; one of the best incentives has proven to be stock option plans. In fact, the very existence of many businesses rests on stock option plans. It is one very important way to let prospective employees know that a company sincerely cares for the future of its people. It also encourages employees to have a little more control over their own financial futures.

That is why I believe the new accounting standard proposed by the FASB could prove destructive to everyone involved. The stock option expensing mandate proposed by the FASB will force companies to report expenses for money that might not ever be spent. Instead of creating an accurate picture of the company's earnings, this standard would cause companies to have imaginary numbers in their books. This will create confusion and additional accounting costs for businesses. That will ultimately force them to drop stock options from their benefits package. This would not help our already floundering economy or employees savings accounts!

For all of these reasons I believe it is essential that the proposed FASB standard never becomes a reality. The only thing this proposal will accomplish is the return of financial hardship for employees such as me. Stock options are important to me, and I do not want to lose them because of excessive government regulations. Please say NO to the proposed FASB standard. Thank you.

Vent Amour

Venkat Pasnoor

ce: Senator Christopher Dodd Senator Joseph Lieberman