

Letter of Comment No: 4939
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 Herz,

As an employee, I do not believe there is any better way to promote long-term loyalty in employees than through the use of stock options plans. Not only do such plans let employers realize the commitment of their workers, it also creates a bond between co-workers to strive towards the best for their company. Considering the high employee turnover rates that so many businesses suffer from, I am sure you will agree that our government should focus on supporting initiatives like stock option plans-- not destroy them via unnecessary proposals like the FASB's new accounting standard.

Due to the fact that I have to assume more responsibility for my own retirement and financial security, the importance of stock options has become paramount. . However if the FASB requires mandatory expensing, employee broad-based stock plans will surely become a thing of the past and employees like me will be the ones to suffer. If the FASB standard is passed it will be even harder for me to prepare for my future.

I can well imagine the number of letters you receive regarding constituent concerns. However, the issue of stock options is extremely important because it deals not only with our personal freedoms but with financial security. I am positive that, should this new accounting standard pass, companies and employees will no longer feel financially secure. Therefore, please say no to the proposed FASB standard and help secure the financial future of millions of employees across America. Your help in this area will be greatly appreciated. Thank you

Regards,


Mariana Pires

cc: Senator Christopher Dodd
Senator Joseph Lieberman