

**ikon**

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**From:** Stacey Sutay  
**Sent:** Friday, June 11, 2004 9:29 AM  
**To:** ikon; Karen Salmansohn  
**Subject:** FW: stock options ruling

Letter of Comment No: 3969  
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-----Original Message-----

**From:** Michael Kopcsak [mailto:michael\_kopcsak@symantec.com]  
**Sent:** Thursday, June 10, 2004 4:35 PM  
**To:** Robert Herz  
**Cc:** mky@lalalab.com  
**Subject:** stock options ruling

Mr. Herz,

Normally I do not consider myself much of an activist, but in the case of the ruling by the FASB in regards to corporate stock options, I find myself compelled to express my concerns.

I am a mid-level manager in a technology company and am not exactly on the high-end of compensation. I also live in one of the most expensive real estate markets in the country. To me and my family, stock options are an integral component of our financial picture. We depend on the income to help meet our expenses as well as pay the tuition for my wife's medical school education.

Also, working in the tech sector, I put in long hours at my work. I realized that would be par for the course in getting into technology, but stock options were the baseline of why I chose this area for my career. I have sacrificed many hours with my family in order to contribute to my employer above and beyond the call of my articulated job requirements. In my mind, this sacrifice and approach to my career is legitimized by my sense of ownership provided by stock options in the company.

As you know, the U.S. was founded on the concept of hard work pays off. Stock options are really the mechanism that folks like me, working deep within the corporate world can bring a sense of entrepreneurial spirit to our work.

I implore you to consider my situation as indicative of how the rank and file in companies that offer stock options as a benefit to their employees view your organizations ruling. Please do not equate folks like me to the gross overcompensation occurring at the highest levels of Corporate America that has alarmed and upset us all.

Thank you very much for your time and consideration,  
mK

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