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Letter of Comment No: 5189 File Reference: 1102-100

From:

Linda Jansen [Linda.Jansen@Siebel.com]

Sent:

Sunday, June 20, 2004 2:42 PM

To:

**Director - FASB** 

Subject: File Reference No 1102-100

To: Chairman Robert H. Herz

Dear Mr. Chairman,

I think expensing options creates as many potential accounting problems as it solves and works against many important objectives critical to successful companies.

Stock Options have had a material impact on my life (mother of 3 school aged children) and the employees on my team. Most of the people who work for me at Siebel Systems are \$30-\$50K salaried administrative people. In one case an office manager on the east coast was able to buy a home, something she could not have done earning just her salary. I was able to buy a home for my disabled sister to live in in Denver. Stock options are meaningful to more that a few top executives. They motivate, help create cohesive teams and reinforce shared values.

## Linda Jansen

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