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

Letter of Comment No: 2928
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Chairman Robert H. Herz
Order Department, Financial Accounting Standards Board
401 Merritt 7, P.O. Box 5116
Norwalk, CT 06856-5116


Dear Chairman Herz:

The state of today's competitive business environment restricts a company's ability to reward their most productive employees with appropriate salary increases. The use of stock options allows employers to reward their employees in a more fiscally responsible way, while still rewarding hard work and results.

I am certain that the members of the FASB are sensible enough to comprehend that no one knows how much a stock option costs a company until somebody actually exercises that option. This is a basic principle of general accounting. Mandatory expensing of stock options would force employers to drop their stock options, which will be unhealthy for their business.

Thank you for your time in hearing me out this important issue. I understand that you are a very busy individual who does not have time to recognize every request from each constituent. Please be aware that this issue is of high importance and should be handled immediately. Thank you.

Sincerely Yours,


Brenda Nowlin