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Letter of Comment No: 2145  
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**From:** Anne Smith [harthaknut@hotmail.com]  
**Sent:** Saturday, May 01, 2004 3:36 PM  
**To:** Stacey Sutay  
**Subject:** FAS 123 will hurt the "little guy"  
**Importance:** High

Dear FASB,

As an employee of a large public corporation who receives generous stock options, I am opposed to the exposure draft released on FAS 123. The number of options I receive are tied to my company's performance and they incent me to work harder for my company, and therefore for my company's shareholders. This likelihood is that if FAS 123 is implemented, broad-based employee stock option plans like the one that awards low-level, individual contributor engineers like me will cease.

Please reconsider and rescind FAS 123. I feel it should be rescinded because employee stock options are not freely tradeable, I forfeit them when I leave the company, and there's no good way to place an appropriate value on them. It's a bad plan for the "little guy's" like me, the corporate middle class that works 60, 70, 80+ hours every week trying to keep our company profitable for shareholders, create quality products for business, and feel good about the compensation we receive for the hard work we do.

Employee stock options have allowed me to have the wedding in Scotland I always dreamed of, purchase safe vehicles for my family, and afford me the possibility - assuming my company performs well (of which my hard work and the hard works of thousands of others just like me at my company is a contributing factor) - of funds for college for my two infant children and financial stability for retirement. Broad-based employee options are valuable to middle-class Americans like me. Don't take them away. Please rescind FSA 123.

Sincerely,  
Anne Smith  
Plano, Texas

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