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From: Sent:

To:

Patty Wamsley [WAMSLEY@SIERAHEALTH.COM]

Letter of Comment No:3433

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Wednesday, June 09, 2004 7:47 PM

Director - FASB

Subject:

Share-Based Payment Exposure Draft

Patty Wamsley 2160 Jeane Ave Pahrump , Nv 89048

June 9, 2004

Ms. Suzanne Bielstein Financial Accounting Standards Board 401 Merrit 7 Norwalk, CT 06856-5116

Dear Ms. Bielstein:

Re: Share-Based Payment Exposure Draft

I work for a company that allows employees to purchase my employer's stock at a discount through an Employee Stock Purchase Plan (ESPP). I understand that the Financial Accounting Standards Board (FASB) has proposed a change to accounting standards that would require my company to count this discount as an expense against its earnings (Share-Based Payment exposure draft). I respectfully request that you reconsider this proposal and not require expensing of the discount allowed in ESPPs.

I am concerned that required expensing of the discount in the ESPP may make this valuable benefit plan less attractive to my employer, potentially causing my employer to either discontinue the plan, or reduce or eliminate the current discount. If the discount is greatly reduced or eliminated, buying company stock through the ESPP would no longer be much of a benefit. Unlike benefits aimed only at high-paid executives, this is a valuable benefit for employees across the company.

The ESPP is a very important benefit to me. Being able to participate in an ESPP has enabled me to invest in my financial future and experience a sense of ownership in my company. This benefit helped attract me to and serves as an incentive for me to remain with my employer. I could even say I continuously strive to perform to the best of my ability because I am an owner of the company.

Iam a single person who in the past have raised 2 children, and have struggled through insermountable financial difficulties in the process. My current emploment has provided me with stock options that I would never have been able to obtain on my own, as a result I was able to purchase a home at the age of 60 years old. Although I very much appriciate the fact I was able to do this, unfortunately it was to late for my children to have enjoyed during there younger years. I feel that if this program were to be discontinued or altered in any way many more single home income participants will not have the opportunity that I have had. Most of America can be classed as blue collar workers, they struggle from day to day with insurances, rent payments, child care, and every day cost. By raising the bar (stock price) you will be taking from them the extra benifit of financial freedom that all Americans strive to obtain. Please reconsider your actions on this bill.

From the heart, Patty Wamsley Millions of workers like me in companies across the country are able to purchase their employer's stock through ESPPs. This builds company loyalty and helps to promote high standards of work when employees have a sense of ownership.

I strongly urge FASB to consider the negative impact the proposed rule would have on the nearly 16 million workers like me and eliminate the expensing requirement for ESPP discounts in the final rule.

CC:

SEC, Chairman, William Donaldson SEC, Chief Accountant, Donald Nicolaisen Employee Ownership Coalition (eoc@vennstrategies.com)

Sincerely,

Patty Wamsley