Letter of Comment No: 2144 File Reference: 1102-100

ikon

From: Lfairone@aol.com

Sent: Saturday, May 01, 2004 10:14 AM

To: Stacev Sutav

Subject: FASB Broad Based Stock Options

To Whom It May Concern:

I am an employee who benefits from a broad based employee stock options program.

I had worked for a fine company in the past for 19 years that was in line with other like companies with regards to pay, benefits and on occasion "recognition" bonuses for doing exceptional work that went above and beyond your normal area of responsibility. This was normal to me and I felt I was being rewarded for my efforts.

It was until I left my previous Company and had the luck of being hired on by a company that rewards its employees with broad-based employee stock options and, I realized that my hard work was rewarded regularly in what I call a true sense of what I was doing and the dedication that I put forth on a daily basis (my true sense of worth). I continue to maintain my work ethic and work hard because I am dedicated to my job, the company and the Customers I serve as a representative of my company. And I do so, so my company will become one of the predominant leaders in the

Telecommunications/Internet industry. And I am rewarded by my hard and tireless efforts with stock options. Factoring out the market conditions, I feel like I am contributing to the bottom line to ensure the success, growth and well being of the company I serve. Better serving my family and community alike.

My hard work and tireless efforts is due to the love of my family and towards the company I work for. Having stock options allows me to measure my work ethic and provide me with the capability to prepare for several areas in the future that are outside the realm of your everyday living expenses (the regular paycheck)........

Preparing for when my children enter college.

Purchasing new family vehicle(s) when the need arise.

Added funds for rainy days:

Family emergencies

Not too mention the possibility of a reduction in work force

All too common in the current market retraction (and

supposed expansion?)

Augmenting my retirement. If you have not noticed, the market conditions have not been too favorable for the 401K retirement accounts. Having stock options and careful planning will provide (somewhat of) a stop gap.

This just a small immediate list and as you can see, there are so many benefits to both the company and the personal lifestyles of the employee, their families, local communities and a positive impact to the economy. The decision about to be under taken must be viewed from all aspects and viewed from the "whole picture" perspective. And I feel based on what I have read and interpret, this is not happening.

I cannot find fault but only positives to the existing system and yes from a personal perspective. And from my simplistic view, the FASB proposal is nothing more than an added numbers game that falls in line with the past occurrences of failed CFO's and holds no merit.

In closing, I would like to seal the books on this forever and see the reverse happen and encourage "ALL" capable companies (employers) to adopt broad based employee stock options. I feel this will be one of the creative key factors towards economic recovery and expansion and not from the perspective of cost cutting. Stock options give the employee a sense of feedback that the company they work for is dedicated to the employee and is rewarded for their effort. This is a lost art in today's world that should be resurrected. And this may be off on a tangent a bit: An employee that has a sense that their job is secured so they feel they can pay off that new car they are about to undertake or that new home purchase is a good thing. By taking away stock options will only fuel today's negative thought and only enforce the employee (the consumer) to hold on to their money even more so which is not good for the economy.

So as you can read, I am highly opposed to the exposure draft released on FAS 123.