Stacey Sutay

Letter of Comment No: 2156
File Reference: 1102-100

From: Gerald Matulka [gmatulka@hotmail.com]
Sent: Tuesday, May 04, 2004 12:06 PM
To: Stacey Sutay
Cc: gmatulka@hotmail.com
Subject: Employee Stock Options

Dear Sir or Madam:

I want to let you know that I am opposed to the exposure draft released on FAS 123 with regard to employee stock options. I am an engineer who has been motivated by these types of stock options at several companies over the course of my career.

These options have motivated me and my fellow workers to perform at exceptional levels and achieve results that would not be possible with out such a strong motivation as employee stock options. If you enact rules that remove the stock option incentive, you will be damaging the technological leadership position of our nation in the world.

If the stock value does not increase, I get no rewards from my option incentives. If I work hard and the stock rises then I get rewarded and so do the shareholders in the company.

I believe that FAS 123 will bring an end to broad-based employee stock option plans.

If I leave the company I lose my options. Options are not freely tradable, so it is impossible to put a meaningful value upon them.

Please reconsider and rescind the exposure draft. The very future of our nation is at stake here not only for us, but also our grandchildren.

Sincerely,

Jerry Matulka

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