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From: Cooper, Tommy [tcooper@road-inc.com]
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To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 5458
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Chairman Herz:

As an employee of a publicly traded company, I wish to provide you with some additional perspective that I hope will be beneficial as your organization considers recommending changes to the financial treatment of employee stock options. I am firmly convicted that employee stock option programs greatly benefit not only the employee who is given a stake in the profitability of his company, but also benefit other shareholders in the company, the company's customers, and- not to be too broad in speaking- but also benefit the economy as a whole. Additionally, I believe that treating employee stock option programs as an expense would lead to a sort of "one-two punch" against both the employer and the employee.

Obviously, limiting a company's financial freedom to provide employee stock option programs would most directly affect the employee himself. These programs are a tremendous benefit to the employees and their families. The family that is able to plan and live within the means of their salaries and bonuses is able then use the gains from their options to accomplish financial goals that would otherwise be unattainable. I personally have been able to invest more heavily in retirement savings, have made a down payment on a home, and have entirely eliminated my unsecured debts. Additionally, we have been able to save enough money so that my wife can stay at home with our newborn son without financial pressure to return to the workplace. You cannot believe the advantage this has given us.

I believe very strongly that all shareholders in a company greatly benefit when employee stock option programs are in place. I believe the spirit of ownership and commitment level of the company's workforce ultimately creates a more profitable company. The employee who has an ownership stake is going to be more mindful of expenses, is going to be more committed to the attainment of the company's stated goals, and is going to strive harder toward the company's financial welfare in general.

The customer ultimately benefits when a company has employee stakeholders. I personally prefer to always do business with companies whose employees have a vested interest in the performance of the company. Frankly, the marketplace is saturated with workers who do nothing more than punch a clock and do the bare minimum in order to get by and not get fired. As consumers, our experience is notably different between the airline, phone company, dry cleaners, grocery store, software provider, you name the business where the employees have ownership vs. where they do not. The employee shareholder is motivated to design and build better products and to provide better service as he wants that customer to do business with him over and over again. When customers are better served and motivated to continue or repeat doing business with the company, all involved benefit.

Not to speak in too broad of terms, but the economy as a whole benefits from employee stock option programs. These types of programs produce disposable income. Workers are able to: invest more money in the stock markets; make large purchases such as furniture, large appliances, automobiles, and even homes; decrease their reliance on debt (which is a good thing for all segments of the economy); and invest in the education of their children or in advancing their own education which leads to a better educated workforce as a whole. Ultimately, some of these employee shareholders are even able to use these additional resource and their talents and abilities to start new businesses which employ even more workers, which hopefully leads to an eventual repetition of the cycle.

Finally, to limit companies' ability to offer employee stock option programs would negatively affect both the employer and the employee. I personally have never been more motivated to perform well at my job by any other factor than my company's employee stock option program. Of all the motivators the employer can offer, none can be more effective and simple than the prospect that if I do my job well and help my co-workers to do the same, I am going to profit in the long run. I cannot stress enough my belief that to require companies to treat these programs as an expense would be a broad-based unfairness to the employer, the employee, the customer, the shareholder, and would have negative consequences to the economy in general.

Thank you for taking the time to review my feedback- and please consider withdrawing your recommendation to treat employee stock option as an expense.

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