Letter of Comment No: /OO
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## Stacey Sutay

From: LizAnnLawrence@aol.com

Sent: Tuesday, April 20, 2004 1:38 PM

To: Stacey Sutay

Subject: Rescind FAS 123

## Please note:

As an employee who benefits from a broad-based employee stock options program, I am writing in opposition to the exposure draft released on FAS 123.

Since, if implemented, FAS 123 will likely bring an end to broad-based employee stock option plans, it will have a huge impact on the IT industry where many employees find motivation in the promise of stock option fruition. My company's broad-based employee stock option plan provides an impetus for employees to work more efficiently and puts employees and shareholders on the same team. We all want the same thing; the company's internal productivity directly affects the team's financial future.

Since stock options cannot be freely traded and I would have to forfeit them if I leave the company (something I have had to do in the past), how can value be assigned to them? Under this exposure draft, FASB will put a value (determined how?) and force my company to put highly questionable information on the financial statement, making the financial statement a subject of question and conjecture, rather than certainty.

Please reconsider and rescind this exposure draft.

Scott Lawrence