ikon

From: Stacey Sutay

Sent: Tuesday, June 01, 2004 2:59 PM

To: ikon; Karen Salmansohn

Subject: FW: Reference Number 1102-100

----Original Message----

From: Jeff Goldstein [mailto:jeff@e-goldsteins.org]

Sent: Tuesday, June 01, 2004 2:49 PM

To: Stacey Sutay

Subject: Reference Number 1102-100

To FASB:

I would like to go on record as opposing the expensing of stock options. While there is a lot of evidence that in some companies, the number of stocks handed out to Senior Executives far out weighs the number of stocks handed out to the general employee base, there is plenty of evidence of where companies use broad based stock incentives across the all employees to help share the wealth of the company they are helping create.

Letter of Comment No: 2859

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After working in Silicon Valley for 18 years, I have been a partial owner of eight companies either through ESPP, Stock Options, or Retirement plans. In all cases, it has helped me feel more attuned with the company. I get to celebrate when the stock goes up after achieving our publicly stated goals, and more motivated to help solve problems when we miss our goals and Wall Street tells us how disappointed they are in our results.

If the US wants to keep its lead in technology and innovation, stock ownership is a key to doing this. Having a little ownership in the company not only motivates an employee to work harder, but it also allows them to take calculated risks on new technologies. To be more specific, many people throughout Silicon Valley take jobs at start-ups with substantial pay decreases only to have greater ownership in new companies with great ideas. Without the ability for a company to share it's ownership with employee's they will have to come up with salaries to match large corporations which will take money away from investing in the product creation where the money should be going.

On a personal note, over my career I have probably only added 1%-2% increase to my salary through company based stock plans, but this increase has helped me support my family in one of the most expensive places in the world to live.

Thank you for listening, regards,

Jeff Goldstein