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Letter of Comment No: 5323  
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**From:** Nanette Bame [nanette@sierrahealth.org]  
**Sent:** Thursday, June 24, 2004 6:57 PM  
**To:** Director - FASB  
**Subject:** Share-Based Payment Exposure Draft

Nanette Bame  
6220 Arlington Ave.  
Las Vegas, NV 89107

June 24, 2004

Ms. Suzanne Bielstein  
Financial Accounting Standards Board  
401 Merrit 7  
Norwalk, CT 06856-5116

Dear Ms. Bielstein:

Re: Share-Based Payment Exposure Draft

I work for a company that allows employees to purchase my employer's stock at a discount through an Employee Stock Purchase Plan (ESPP). I understand that the Financial Accounting Standards Board (FASB) has proposed a change to accounting standards that would require my company to count this discount as an expense against its earnings (Share-Based Payment exposure draft). I respectfully request that you reconsider this proposal and not require expensing of the discount allowed in ESPPs.

I am concerned that required expensing of the discount in the ESPP may make this valuable benefit plan less attractive to my employer, potentially causing my employer to either discontinue the plan, or reduce or eliminate the current discount. If the discount is greatly reduced or eliminated, buying company stock through the ESPP would no longer be much of a benefit. Unlike benefits aimed only at high-paid executives, this is a valuable benefit for employees across the company.

The ESPP is a very important benefit to me. Being able to participate in an ESPP has enabled me to invest in my financial future and experience a sense of ownership in my company. This benefit helped attract me to and serves as an incentive for me to remain with my employer. I could even say I continuously strive to perform to the best of my ability because I am an owner of the company.

The additional funds that I have received from this program have helped me purchase an automobile, pay college tuition and hopefully with this next purchase this summer I will be able to pay down my home mortgage so that it will be paid off within the next 6 months. All of this is possible because of the increased value of the company's stock. It is a definite incentive for me to do my part to make the company I work for more profitable. Of course there have been times when the stock decreased in value, but regardless participation in the program has altered the way I view my employment with this company and is definitely one of the main benefits I see for continuing to work for them.

Millions of workers like me in companies across the country are able to purchase their employer's stock through ESPPs. This builds company loyalty and helps to promote high standards of work when employees have a sense of ownership.

I strongly urge FASB to consider the negative impact the proposed rule

would have on the nearly 16 million workers like me and eliminate the expensing requirement for ESPP discounts in the final rule.

CC:

SEC, Chairman, William Donaldson

SEC, Chief Accountant, Donald Nicolaisen

Employee Ownership Coalition (eoc@vennstrategies.com)

Sincerely,

Nanette B. Bame