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To: Director - FASB

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Subject: File Reference No. 1102-100

Chairman Robert H. Herz.

I have followed your organization's recent and thorough evaluation of the merits of expensing stock options. It is clear that FASB plans to require this of corporations going forward. I have not benefited nor been harmed significantly by stock options. I have worked for both large and small companies that offered broad based stock option plans. In comparison, I have also worked for companies that did not provide these programs. From my experience, when employees including myself had a stake in the employing firm we put forth a greater effort. This equates to productivity increases for the company and potentially competitive advantage. Through those by products of extra effort our company has a better chance to win in the marketplace and to be profitable. The point is meaningful ownership with its possible upside and possible downside can / does inspire the workforce. Further, as entrepreneurs seek to grow their young businesses they will require talented, highly successful, and committed executives, managers, and operations people to take roles in a risky concern. Those kind of people will take risks if the possibility for a reward exists. Small business can not afford big salaries and bonuses, so they use options. Without favorable treatment of that tool, those founders lose that option to help grow their business. Finally, if that business happens to create value in the market place than the leadership and employees gain a reward for their sacrifice. A well earned reward. This note is written to request that you reconsider the opinion you are about to hand down.

It seems this recommendation, in part, is being proposed to correct inappropriate behavior of a few companies and executives. Please do not punish all those others that are willing to take risk, work hard, and expect rewards if successful. I have also noted some ideas that suggest the recommendation could be tailored to make sure that directors and executives of firms are kept to a high standard. Specifically, expensing key principal's options could reign in excessive executive compensation and reduce the possibility of conflict of interest that created some of the problems over the past few years.

Finally, those that do reap great rewards have the opportunity to give back to the communities in which they work, live, and play. Those associated with these people stand to gain as well. If those liquidity events are taken away, then so is the opportunity to contribute to philanthropic needs (education, religion, the arts, etc.).

Respectfully.

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