

Letter of Comment No: 2929  
File Reference: 1102-100

## Office of Shane Berry

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May 8, 2004

Robert H. Herz, Chairman  
Order Department, Financial Accounting Standards Board  
401 Merritt 7, P.O. Box 5116  
Norwalk, CT 06856-5116

### Director of Major Projects—File Reference No. 1102-100

Dear Chairman Herz:

Government intervention in the use of stock options is taking the freedom away from employers. Stock options help companies to reward their employees and create a team environment. A team environment is a proven method that motivates employees to work well in order to better the company. It is crucial that employers remain free to reward their employees in whatever way they feel is beneficial.

Mandatory expensing would force companies to list employee stock options as an expense the instant they are issued. The proposed FASB standard would falsely depress profits by adding to a company's reported expenses. It would also make it financially impossible for many firms to retain options as part of their compensation package.

I understand that you are a very busy person who does not have time to acknowledge every request from each constituent. This is a very important issue however that affects personal freedom, job creation, and economic growth. It needs to be addressed in order to insure the future success of small businesses in America. Thank you.

Sincerely Yours,



Shane Berry