

**Stacey Sutay****Letter of Comment No: 2242**  
**File Reference: 1102-100**

**From:** Derek Tenke [Derek.Tenke@efi.com]  
**Sent:** Thursday, May 06, 2004 8:27 AM  
**To:** Stacey Sutay  
**Subject:** Proposed Rule Change on Stock Option Expensing/Rule # 1102-100

To: FASB

I am writing to urge FASB to reject the proposed rule requiring stock option expensing. I am an employee of EFL, a high tech company in Silicon Valley.

Stock options give employees at all levels a stake in the success of our companies. They encourage the hard work and entrepreneurial spirit that fuel innovation, increase productivity and boost shareholder returns.

Owning options makes me feel like I have a real stake in the success of my company and increases my dedication and long-term commitment to my work. Stock option programs are also good for shareholders because employees are rewarded only if our company's stock value increases. In the past, my stock options have enabled me to improve my quality of life (and that of my family) in many meaningful ways, including help with home ownership (downpayment and expenses), college savings accounts for my daughter, and wonderful Christmas memories. Even when options are "underwater," I feel personally tied to the success of my company.

I am concerned that mandatory expensing of stock options could cause my company to reconsider how it allots options to employees. This is not good for me or my family, and I don't think this is good for my company as it could destroy one of the great motivational rewards of our hard work/high risk industry.

Thank you for your consideration of this appeal.

Sincerely,

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**Derek Tenke**  
Sales Development Manager

5295 Dana Place  
North Ridgeville, OH  
(440) 353-1786 tel  
(440) 258-6000 cell  
(925) 666-2775 fax  
Derek.Tenke@efi.com

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