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From: Sushma Pol [sushmapol@yahoo.com]
Sent: Wednesday, April 21, 2004 1:59 AM
To: Director - FASB
Subject: Stock option expensing

Letter of Comment No: 308
File Reference: 1102-100

Dear Chairman Robert Herz

I am writing to you as an employee of a company that is generous with stock options which have been instrumental in top talent retention and has therefore enabled the US to maintain a significant lead within this industry over all the global players.

The recent thinking towards stock option expensing is concerning to me as a manager of employees in this company. The artificially high valuation for a stock option required by FASB will eliminate stock options as a tool which has driven innovation and productivity. The true cost of a stock option is dilution of earnings per share (EPS) and is already accounted for when options are exercised.

My wife and myself believe that we need to provide an opportunity for US company employees to participate in the value created by the entrepreneurial culture in our society and expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation.

Thank you for your consideration and patience in listening to our arguments.

-- Sanjay and Sushma Pol.

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