

6/22/04

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

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


Dear Chairman Herz:

Due to shaky economic times, it is an uphill struggle for many companies to attract talented individuals to come and work for them. In fact, it would be all but impossible to attract those individuals without the ability to offer stock options. These stock options are a way of showing prospective employees that a company believes in its own future and will offer their employees a stake in that future. When searching for a job, one of the first things I look for in a company is their willingness to support their employees and the way I determine this is to see if they offer stock options.

Personally, I have come to rely on stock options as part of my investment portfolio to supplement my income and provide for my family's future. In speaking with my co-workers, they have stated that this is the case with them as well as I am sure it is with the majority of workers across this nation. I have no doubt that if my company were forced to eliminate stock option plans, it would surely lose a number of highly valued employees. How would this benefit the company, the employees or the economy? Please think about all of this carefully before you go along with the FASB's proposed accounting standard.

I sincerely appreciate you taking the time to review my concerns regarding this issue. I feel that the mandatory expensing of stock options is an important issue that could have a severely adverse affect on employees. The issue of financial security involved in this issue is also imperative. Thank you, again, for your time and consideration.

Sincerely Yours,



Gay Lynn Petishnok
6247 Hopi Circle
San Jose, CA 95123

cc: Senator Barbara Boxer
Senator Dianne Feinstein