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Letter of Comment No: 1839
File Reference: 1102-100

From: Penelope Cotten [Penny.Cotten@Sun.COM]
Sent: Monday, April 26, 2004 6:26 PM
To: Director - FASB
Cc: Penny.Cotten@Sun.COM
Subject: File Reference No. 1102-100

April 26, 2004

Director, Financial Accounting Standards Board
File Reference No. 1102-100

Dear Director,

I work for Sun Microsystems, a company that provides broad-based stock options. We have challenging and interesting work, and our company is fair and honest in its dealings with employees, shareholders, and customers.

I have worked at Sun for over a decade, and a significant portion of my income has come in the form of performance stock options. These options have enabled me to enjoy a better standard of living and freedom from debt. Here are two examples of purchases I have made using my stock options:

- o A new car, paid for in cash
- o An addition to our home

My stock option purchases have benefited the state and my community as well. For example, the \$10,000 building permit to remodel our home included a \$4,000 fee paid to the school district.

Stock options have made a positive difference in my life, and I work hard for them. After all, I get stock option awards only when I perform an extraordinary service to the company.

I am a senior technical writer. An employee in my position can only influence the stock price by doing the best possible job, in an effort to increase profitability.

Stock options are the way for me to achieve "the American Dream," and in return I put forth as much effort as I can to help the company succeed. I am indebted to the company and its shareholders, and I honestly believe that stock options for rank-and-file employees add much more to the bottom line than they could ever take away.

Stock options are building support for workers at a time when the middle class is eroding. Please don't take this wonderful opportunity away from us. Don't institute accounting models that penalize broad-based employee stock option plans. The employee ownership trend is good for our country and its economy, and it must be preserved and expanded.

Sincerely,

Penelope P. Cotten
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