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From: Donna Jensen [donna.jensen@autodesk.com]
Sent: Wednesday, June 23, 2004 4:24 PM
To: Director - FASB
Subject: Please Save Employee Stock Options: File Ref # 1102-100

Letter of Comment No: 5172
File Reference: 1102-100

Dear Director of FASB,

The proposal to require corporations to record stock option awards as an expense not only puts this valuable employee incentive at risk, but also puts the US economy as a whole at risk.

American companies are doing business in an aggressive global marketplace where we cannot compete on labor costs and where it's increasingly difficult to sustain a technology advantage.

What differentiates American businesses today is our unparalleled drive to succeed and prosper. I contend that stock option awards play an important role in this.

If you simply pay someone a salary, you get their backbone for 8 hours. By contrast, if you offer stock option incentives, you get their passion and willingness to go the extra mile to help their company succeed because they feel a stronger sense of ownership and greater pride in their work. This incentive infuses even the most established companies with an entrepreneurial spirit that would otherwise not exist. It is this spirit that makes American companies of all sizes great.

I implore you to halt any actions that would put employee stock option awards at risk. As an employee of a company that offers stock options as an incentive, I can assure you that the upside potential associated with these options is a strong driving force for us all.

If stock option awards are taken away, it is my strong believe that there will be a catastrophic impact on innovation and productivity in American businesses – and therefore on the US economy.

Sincerely,

Donna Jensen
Director of Marketing
Autodesk Inc.