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From: Lori Bush [lbush2@nc.rr.com]
Sent: Tuesday, June 29, 2004 11:57 AM
To: Stacey Sutay
Subject: Stock Options

Letter of Comment No: 5664 ,
File Reference: 1102-100

Dear Director,

Today, I am an employee of a company that offers broad-based employee stock options. I feel very fortunate to have been able to share in the success of this company, and have stayed here because of the incentive to share in the success of this company.

I have worked at my current employer for almost 9 years, but prior to that, I worked for a public company (for 12 years) that only offered stock options to the executives. Although both companies offer discounted employee stock purchase plans, I feel much more a part of the success of my current company, because of my stock options.

Stock options have enabled us to move from a double-wage-earner family, to a single wage-earner, allowing one of us to stay home with the children. It's provided for a home, allowed us to help our family financially, and to bring balance back into our lives.

I have personally seen that broad-based employee stock option plans not only enhance productivity but also benefit shareholders by better aligning employee and shareholder interests. I know that when I worked at a previous company, I found that I felt disenfranchised for being a "worker" in the pack, but not getting the kinds of opportunities as the "executives" were - by sharing in the companies success. Companies that offer stock options to ALL employees provide a valuable incentive, and a way to show us that ALL employees are vital to the effort.

Many have already discussed the "definition of an expense", the fact that the options aren't "freely tradable", etc... so I won't speak to all of those important, yet very detailed explanations... but rather, speak to the items that are important to me and my family....

I stayed with my current company through the downturn... because I believed in them, and me and my fellow workers. I know that we are "in it" for the long haul. If I was at a company that didn't have stock options, I would have left when better offers of higher salary came my way... but I didn't. I see that my hard work pays off - for the investors, employees, and me... and THAT is why stock options must remain a tool that US companies can use, without expensing, ... to incent, motivate, and keep employees - to help them continue to improve productivity, and share in the success. It's the American way.

Please reconsider and rescind this exposure draft.

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