## **Len Tatore**

 From:
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 Sent:
 Wednesday, April 21, 2004 6:09 PM

 To:
 Director - FASB

Subject: RE: File Reference No. 1102-100



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Chairman Robert H. Herz,

I cannot understand the logic of forcing companies to expense stock options. To who's benefit would it be for companies to do so? To benefit a bunch of mindless market analysts? Stock brokers? The same bozos who recommended their clients buy stock in DotCom startups with no products and no customers?

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The investors?? HA! The investors have repeatedly voted to continue stock option programs as they are today. At least the investors realize that the companies who give their employees an equity stake realize success more quickly. It fosters a "motivated" workforce. Why doesn't the FASB understand that?

What this plan will REALLY do is cause my employer to stop issuing stock options entirely. What this plan will REALLY do is steal the financial dream of hundreds of thousands, if not millions, of hard-working, dedicated employees who annually receive an equity stake in the company they struggled to build.

That stake may one day have significant value. Conversely, it may be worthless. But that's the risk we take as we toil long hours daily to secure our investment. Stock options are the reward for such dedication. And in return, the company attracts and keeps the best talent to ensure its success.

But you want to take that all away.

Gee. Thanks.

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