

[Your Name]
[Your Address]
[Your Phone Number]
[Your Email]

[Date]

[Hiring Manager Name]
[Company Name]
[Company Address]

Subject: Counter Offer Regarding Stock Option Grant - [Job Title]

Dear [Hiring Manager Name],

Thank you for offering me the position of [Job Title] at [Company Name]. I am very excited about the opportunity to join the team and contribute to the company's success.

I have reviewed the details of the offer, including the equity component. Based on my research regarding the current market rate for this role and my previous experience in [mention specific skill/field], I would like to discuss a revision to the stock option grant.

The initial offer included [Initial Number] stock options. I would like to propose a grant of [Proposed Number] stock options. I believe this adjustment better reflects the value I will bring to the company and aligns my long-term incentives with the projected growth of [Company Name].

Alternatively, I am open to discussing a faster vesting schedule or a shorter cliff period to demonstrate my commitment to the company's long-term milestones.

All other aspects of the offer, including the base salary and benefits, are acceptable. I am eager to finalize this agreement and begin my work with the team.

Thank you for your time and for considering this request. I look forward to hearing from you.

Sincerely,

[Your Signature]

[Your Printed Name]