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**Integra SP Inc**  
**1779 Wells Branch Pkwy**  
**Austin, TX 78728-7090**

May 14, 2004

Robert H. Herz, Chairman  
Order Department, Financial Accounting Standards Board  
401 Merritt 7, P.O. Box 5116  
Norwalk, CT 06856-5116

Letter of Comment No: 5087  
File Reference: 1102-100

**Director of Major Projects—File Reference No. 1102-100**

Dear Chairman:

It's enough that I have to worry about where my next source of income for my business will come from. Now I have to face up to a government that wants to tax my business for stock options that I might want to give as incentives to my employees before they even get them! Examine the evidence: employee stock options are one source of energy for American businesses. We can certainly enforce corporate governance standards without making it impossible for businesses to issue stock options. Government intervention will put too much of a control on how employers compensate their employees.

The FASB needs to take a moment to examine the impact of passing such a measure. Businesses across the land will suffer from a lack of qualified employees who pass up our companies in favor of larger corporations that can afford the added expense of providing stock options. From the expense perspective, the proposed FASB standard would create a new level of reporting bureaucracy and force companies to report expenses well in excess of the expenses actually incurred. I don't see how that benefits companies or their shareowners.

I realize that with so many issues on your plate these days, this letter is just one of a wave that you probably have to sift through. Still, I would encourage you to take a moment and consider the businesses that you could be supporting by rejecting the idea of making stock options an immediate expense to us. Thanks for your time.

Sincerely,



Paula Taylor