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From: Thomas Lally [tlally@sierrahealth.com]
Sent: Monday, June 21, 2004 3:23 PM
To: Director - FASB
Subject: Share-Based Payment Exposure Draft

Letter of Comment No: 4802
File Reference: 1102-100

Thomas Lally
6324 Lanning Ln
Las Vegas, Nevada 89108

June 21, 2004

Ms. Suzanne Bielstein
Financial Accounting Standards Board
401 Merrit 7
Norwalk, CT 06856-5116

Dear Ms. Bielstein:

Re: Share-Based Payment Exposure Draft

I work for a company that allows employees to purchase my employer's stock at a discount through an Employee Stock Purchase Plan (ESPP). I understand that the Financial Accounting Standards Board (FASB) has proposed a change to accounting standards that would require my company to count this discount as an expense against its earnings (Share-Based Payment exposure draft). I respectfully request that you reconsider this proposal and not require expensing of the discount allowed in ESPPs.

I am concerned that required expensing of the discount in the ESPP may make this valuable benefit plan less attractive to my employer, potentially causing my employer to either discontinue the plan, or reduce or eliminate the current discount. If the discount is greatly reduced or eliminated, buying company stock through the ESPP would no longer be much of a benefit. Unlike benefits aimed only at high-paid executives, this is a valuable benefit for employees across the company.

The ESPP is a very important benefit to me. Being able to participate in an ESPP has enabled me to invest in my financial future and experience a sense of ownership in my company. This benefit helped attract me to and serves as an incentive for me to remain with my employer. I could even say I continuously strive to perform to the best of my ability because I am an owner of the company.

Please understand the participation in the Sierra Health Services, Inc. ESPP has allowed for additional income over the past several years. I am a newly married employee in my mid-thirties. I have waited to start my family until I was qualified to obtain a position in a company that offered valuable benefits such as the ESPP. The additional income was directly used in the purchase of my home, a family car, and expenses incurred during the birth of our first child. Please do not make the negative changes to this valuable plan which has proven to allow working class individuals such as myself provide for our families.

Millions of workers like me in companies across the country are able to purchase their employer's stock through ESPPs. This builds company loyalty and helps to promote high standards of work when employees have a sense of ownership.

I strongly urge FASB to consider the negative impact the proposed rule would have on the nearly 16 million workers like me and eliminate the

expensing requirement for ESPP discounts in the final rule.

CC:

SEC, Chairman, William Donaldson

SEC, Chief Accountant, Donald Nicolaisen

Employee Ownership Coalition (eoc@vennstrategies.com)

Sincerely,

Thomas Lally