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Robert H. Herz, Chairman
Director of Major Projects -- File Reference No. 1102-100
Order Department, Financial Accounting Standards Board
401 Merritt 7, P.O. Box 5116
Norwalk, CT 06856-5116

Dear Chairman Herz:

As I recall, our economy was based upon a free market enterprise system. Therefore I do not believe that it should be the government's right to decide how companies reward their employees. In order for each individual company to operate effectively, it is important that employers retain as many options as possible for creating compensation plans that work for the company and, more importantly, for their employees. One of the best ways businesses are now succeeding is by offering stock options which supplement employees' incomes and encourage them to work harder to insure the success of the company.

Our country has been struggling towards a full economic recovery for some time now. Therefore, the last thing that businesses need is an accounting standard that guides them to expense stock options that have not been exercised. Such accounting standards will create serious chaos for businesses and make it cost prohibitive to continue offering stock options to employees. Since complete disclosure of stock options is already required in a company's financial statements, I cannot see how this standard would improve on the current accounting standard. The entire concept is redundant. As an employee I don't see how that benefits anyone, but I can definitely see the way it can create a great deal of harm.

I know that if this new accounting standard passes, companies and employees will no longer feel financially secure. Therefore I am asking you to say no to the proposed FASB standard. Please help to secure the financial future of millions of employees across America.

Sincerely Yours,



Steven J. Randich

cc: Senator Christopher Dodd
Senator Joseph Lieberman