Letter of Comment No: 4849 File Reference: 1102-100

6/20/04

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

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

Dear Chairman Herz:

In today's business environment, most workers have become accustomed to the fact that nothing they can do for their company can guarantee a salary increase. If that doesn't lower morale, I'm not sure what does! Thankfully, my company has invested in different ways to motivate employees, with the most effective being stock option plans. Since the inception of this plan, we have all become invested in the success of the company, and my employer is able to reward our performance accordingly. We are now able to supplement our incomes and reap the benefits of our hard work.

That is why I am stand strongly against the proposed accounting standard by FASB. The stock options offered by my employer are a major incentive for me to work harder and increase my productivity. Yet, if the mandated expensing of stock options becomes an accounting standard, stock options will eventually become too expensive for a company to carry. The result will be a loss of financial security to the company's employees.

Given these basic facts, you have to agree that requiring the mandatory expensing of stock options would be a terrible mistake. Not only will employees suffer, but business will suffer as well. They will lose the flexibility of determining compensation benefits for their employees. Stock options are a great incentive and fuel motivation for many employees and that is why I ask you leave the current standards for reporting stock options alone. Thank you for taking the time to address this issue appropriately.

Sincerely Yours,

Jeff J. Kibler 642 E. 800 N.

Firth, ID 83236

cc: Senator Barbara Boxer Senator Dianne Feinstein