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From:

Gortsema, Tom [TGortsema@gentex.com] Wednesday, June 30, 2004 4:59 PM

Sent: To:

Director - FASB

Subject:

Against Expensing of Stock Options

Letter of Comment No: 58/3 File Reference: 1102-100



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This is a note to you urging the delay of expensing stock options pending a study of economic impact. One of the major reason I joined Gentex Corporation was the variable compensation package and entrepreneurial spirit it provides. I feel that if I perform above expectations that I will be rewarded with stock options that will be highly valued. If stock options become expensed there is a great chance that our company will not have stock options available to employees. This will have a huge impact on morale and would lower the amount of money that I could earn.

Please delay the expensing of stock options pending a study of economic impact.

Thank you,

Tom Gortsema Gentex Corporation Human Resources (616) 772-1590 ext. 828 www.gentex.com