Letter of Comment No: 3/29 File Reference: 1102-100

## Dan Sobbott 125 Calborne Ct Alpharetta, GA 30005-8934

May 25, 2004

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:

A company's ability to offer employee stock option plans is an irreplaceable resource when it comes to landing their share of desired recruits. They would be placed at a terrible recruiting disadvantage if they couldn't offer stock options. Stock options are also valuable when it comes to competition. How would we be able to enhance competitiveness with larger companies without the stock options?

The FASB requirement for mandatory expensing of stock options would endanger broad-based employee stock option plans. Rather than deal with the damage the FASB standard would do to their reported numbers, most companies would take the easy way out and drop stock options. This is a danger for small businesses.

Don't let small business owners lose their companies due to the FASB proposal. Please oppose any mandatory expensing of stock options and let us focus on running our businesses without unnecessary added reporting bureaucracy. Thank you.

Sincerely Yours,

Dan Sobbott