

6/21/04

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

Letter of Comment No: 4863
File Reference: 1102-100

Dear Chairman Herz:

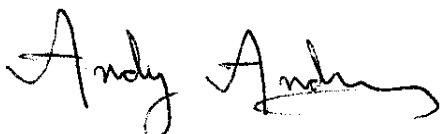
I am sure you can appreciate the fact of how disheartening it is for employees to know that no matter how much effort they put forth, their company simply cannot afford to raise their salary. Employers must continuously find creative ways to reward good behavior, or the overall standard of performance and commitment plummets. The company I now work for offers stock options as a means to reward exceptional workers, which this raises the bar for everyone. Without stock options, my company and fellow co-workers would greatly suffer. That is why the FASB proposal to mandate the expensing of stock options should not become an accounting standard!

I am confident that you will see the disadvantages of the mandatory expensing of stock options as small business owners across America see them. Expensing stock options would hamper economic growth and halt the emergence of exciting new technologies and businesses. You would be infringing on how a business owner and employee agree on compensation. I ask you to help fight these unnecessary and burdensome measures. Thank you for your time.

Sincerely Yours,

Andy Andrews

455 Greenwood Drive
Santa Clara, CA 95054

A handwritten signature in cursive script that reads "Andy Andrews". The signature is written in black ink and is positioned to the left of the typed name and address.

cc: Senator Barbara Boxer
Senator Dianne Feinstein