Letter of Comment No: 4845 File Reference: 1102-100

6/23/04

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

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

Dear Chairman Robert Herz,

The reality of tough economic times has hit small businesses across our country extremely hard. As you well know, the economic situation for the past few years hasn't been the best, and many employers are searching for different ways to reward employees that would not involve an increase in wages, which businesses cannot afford.

That is why this latest move by the FASB to expense stock options upon delivery makes no sense to me. Why would any company want to go through the extra accounting headache of trying to figure out what the cost of the stock will be once an employee chooses to trade it in? The answer is, they wouldn't! Therefore, the only thing this new accounting standard will do is prevent employees from receiving the benefits of stock options from their companies. No one would benefit and everyone would be harmed.

This is why I am asking you to look out for the welfare of employees. You can do this by saying no to the mandatory expensing of stock options. Thank you, in advance, for your support.

Regards,

Lavne D/Orr

cc: Senator Barbara Boxer Senator Dianne Feinstein