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Letter of Comment No: 2722 File Reference: 1102-100

From: Burgan-McKinley, Rachel [RMckinley@gentex.com]

Sent: Wednesday, May 26, 2004 3:49 PM

To: Director - FASB

Subject: Expensing of Stock Options (File Ref. 1102-100)

My name is Rachel, and I am a young Process Engineer in Zeeland Michigan at Gentex Corporation. I am writing to you in regards to the Expensing of Stock Options (File Ref. 1102-100). As a process engineer I am a recipient of stock options, as are most of the salaried staff at Gentex. This ruling by the FASB does not only affect corporate executives and corporations accounting numbers. It affects thousands of people like me and our families. While I understand that stock options are no guarantee for additional income, they are a great incentive for me to do my job in such a way that it will positively affect the company and our bottom line... long term. I understand that stock options have gotten a bad reputation with the numerous corporate scandals, but here that really isn't how people view their options. Our options do not encourage us to do things that may increase the stock prices artificially. Most everyone I know here who receives options is in it for the long haul. Selling options is discouraged; buying them when they expire is encouraged. This has created an exceptionally long termed and highly knowledgeable staff here at Gentex. With this kind of tenure and knowledge, we are and have been able to make huge advancements within our industry, and continue to grow the workforce. That is something that not many companies in Michigan can claim right now. And I think it is important. By offering employee's stock options as a part of our compensation package, they are able to retain us for lower base salaries, yet historically with our complete benefits package we earn very competitive compensation. This is a win-win situation for us. It costs the company less to issue us stock options than increase our base salaries, and we as employees have historically ended up with larger long term compensation and job security than can be attained elsewhere. In addition, by allowing the company to have lower salaried base wages, the profit sharing bonuses (which are distributed to everyone equally) increase the incomes of all employees, including our manufacturing operators.

I am urging that you delay the stock option expense ruling pending a study of economic impact. This not only affects me and my family, but thousands of families. It is **not** just a corporate executive issue. Please, for the good of your country.

Thank you,

Rachel Burgan-McKinley Process Engineer Gentex Corporation 600 North Centennial Ave. Zeeland, MI 49464