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From: Benjamin Kopf [benjamin.kopf@autodesk.com]

Sent: Tuesday, June 22, 2004 10:43 AM

To: Director - FASB

Subject: File Reference Number: 1102-100

Included Reference Number on this submission.

Letter of Comment No: 5/50 File Reference: 1102-100

From: Benjamin Kopf

**Sent:** Tuesday, June 22, 2004 10:40 AM

To: 'director@fasb.org'

**Subject:** FASB: Employee Stock Options - Do Not Make Companies Expense Them!

Dear Sir,

There are several reasons why I believe options and ESPP stock sales should not be forced as an expense for Autodesk. Here are my top three:

- 1. I came to Autodesk for several reasons, but what made the job particularly attractive was the stock purchase plan, and the reward of stock options for a job well done. It is a great incentive to work my hardest and best. The money I withhold for the ESPP shares helps me as I work hard for a great future in this industry. Many people will lose this incentive if the shares are force into the expense ledger.
- 2. A large part of the income from my stock option sales and ESPP share sales is re-invested in a broad base of stocks and savings. I have a personal e-trade account that is my way of providing a future fund for the college education of my children in the future. Please do not take away their education.
- 2. Using the income from my stock option sales and ESPP share sales, I have funded a web site that promotes the tourism industry in New York, specifically the New York State Canal System. This is a non-profit labor of love for me, but it does cost money to host and develop the web site (<a href="https://www.shipsblog.com">www.shipsblog.com</a>). Without the extra salary resources provided by my stock sales, I could never afford to host and maintain the site, thereby removing a valuable resource for the tourism industry.

Thank You.

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