

**From:** Tom\_Jackiewicz@amat.com  
**Sent:** Thursday, June 17, 2004 3:08 PM  
**To:** Director - FASB  
**Subject:** File Reference 1102-100: Accounting for Stock Options and ESPPs

I am writing to express my opposition to changing the accounting treatment for stock options and Employee Stock Purchase Plans (ESPPs). Stock options enable many smaller companies to attract a more talented group of employees who perform at a higher level because they have ownership in the company. If this level of incentive were no longer available, only larger companies with deep pockets would be able to compete.