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**From:** Ken\_Rodriguez@amat.com  
**Sent:** Thursday, June 17, 2004 4:57 PM  
**To:** Director - FASB  
**Subject:** File Reference 1102-100: Accounting for Stock Options and ESPPs

**Letter of Comment No:** 4426  
**File Reference:** 1102-100

Director,

I am writing to express my opposition to changing the accounting treatment for stock options and Employee Stock Purchase Plans (ESPPs).

Already there are too many rules which negatively impact the GENERAL workforce in America and the idea of "guesstimating" a cost for stock which due to vesting schedules may NEVER actually occur, let alone determining a reasonable future market price is only going to make this type of benefit difficult for American companies to provide their employees. We live in a time of Global competition and this benefit is essential in acquiring/retaining a competitive work force (if we can't compete = NO PROFITS = NO JOBS...).

As a stockholder in multiple companies and as a "worker bee" in my current employment, this is one of the most "win/win" like benefits possible. These incentives are typically tied to individual performance and when an individual performs well the company benefits and ultimately the stockholders benefit.

These are significant individual benefits which in my case have allowed my kids to attend sports camps, funded home improvements, allowed our family to give to local charities... most of which would not have been possible without stock options and ESPP's.

All too often we react to the improprieties of a few and take action (so we can say we took action) which in retrospect turns out hurting the same folks we intended to protect. Sometimes we can reasonably predict a negative outcome and sometimes the outcome is **Obvious**. I believe this is one of the times when the outcome is obvious, please take into account my opposition to this proposed change.

Sincerely,

Ken Rodriguez

6/18/2004