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From: Richard Leodore [Richard.Leodore@xilinx.com]

Sent: Monday, June 21, 2004 11:17 AM

To: Director - FASB

Subject: Reference Number.1102-100

Letter of Comment No: 489/ File Reference: 1102-100

Dear Sirs,

I wish to pass on my opinion in reference to the expensing of stock options. As an employee of a high tech company, I am very concerned of the potential change in the accounting of stock options. We in the high tech industry do not typically have secure, long term positions with retirement plans. In exchange for the risk in security, we typically receive options in our company. These help organization attract the talent needed to develop new technologies which enable our country to retain it's competitive edge in the global economy. It appears to me that as the result of an excessive few who have tried to manipulate market value to enhance their personal portfolio that the many honest hard working majority will suffer in an emotional response to publicity. The checks and balances are already in place to handle these situations as we can see by the prosecutions of many of these individuals. The fact that at the end of the day that stock options do not cost a company directly (except by diluting it's equity ratio's and stock price) seems to imply a strictly emotional response to an uninformed public who do not understand the mechanics of options. Lastly, if we force companies to expense options upon issuance, do we have them post revenue when an employee redeems them?