ikon Letter of Comment No:24/0
File Reference: 1102-100

From: jcuadra@powerint.com

Sent: Thursday, May 13, 2004 10:59 PM

To: Director - FASB

Subject: File Reference No. 1102-100, Comment on FASB Stock Option Proposal



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Dear Mr. Robert Herz:

I am writing in reference to FASB's invitation to comment on its exposure draft, "Share-Based Payment," an amendment of Statements No. 123 and 95. The company I work for is the first one that gave me stock options. The dedication of the employees to making the company successful was surprising to me when I first joined. I have never felt the same ownership as I do now because of stock options. I am not an executive in the company but a supervisor-level engineer. This sense of ownership is true even for the entry-level technicians who also receive options.

Many creative people in our company took a risk, left high-paying cushy jobs, and worked hard to come up with new technology that made the company successful. I firmly believe that most of the new technology that came out of Silicon Valley has come from bright, creative people, working hard, taking risks, trying to make their companies successful and their stock options valuable.

Consider the facts from the article referenced below.

Mercury News, 4/5/2004: "Stock options survey surprising"

- 94% of stock optionees are non-executives.
- The penetration of options is deepest in the South (41 percent of workers), double the ratio in the West (20 percent). That's largely because giant companies such as Bank America, Verizon and Starbucks share options with workers all over the country
- One out of eight optionees is either a union member or married to someone who is.

 Optionees are active voters. Nearly 72 percent voted in the 2000 election, compared with
- Optionees are active voters. Nearly 72 percent voted in the 2000 election, compared with a 59 percent turnout among those who don't own options.

Sincerely,

Jason Cuadra 510 Verano Court San Jose, CA 95111