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Letter of Comment No: 3990 File Reference: 1102-100

From:

wbelshaw@pacbell.net

Sent:

Monday, June 14, 2004 12:47 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. Most high tech industry companies are already looking for ways to reduce costs including reducing benefits and even headcount itself. It is URGENT that you do NOT make stock option changes a cause for additional change in incentive plans and or reduction in head count. While it may not be apparent to many politicians, options will continue to be used. If they cost more, they will be used less and WILL RESULT IN REDUCING STAFFING!! You must understand that this is a COLD reality. Please do NOT take away the few incentives we have left in this industry by you indirect actions!

Sincerely,

Wayne Belshaw Brocade Communication Systems, Inc. 454 Nuestra Avenue Sunnyvale, CA 94086