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From: jamesh@exar.com on behalf of James Ho [jamesh@exar.com]
Sent: Thursday, May 20, 2004 6:35 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 2603
File Reference: 1102-100

Dear Sir/ Madam:

I strongly oppose the mandatory stock options expensing. Stock options and stock purchase plans are very important and proven incentives for the employees. These plans attract and maintain good talents that are important to company's success. More importantly, as an employee, I feel

part of the company. I know that if the company becomes successful I will also benefit from its successes. This is the most important incentive.

In conclusion, this mandatory options expensing program will be detrimental to the U.S innovation and economy. It is my wish that your board reverse its decision on this matter.

Sincerely,

James Ho

IC Design Engineer
EXAR Corporation