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Letter of Comment No:2237 File Reference: 1102-100

From: Alberto Salazar [Alberto.Salazar@efi.com]

Sent: Tuesday, May 04, 2004 6:40 PM

To: Stacey Sutay

Subject: reference ruling #1102-100

To: FASB

Subject: Proposed Rule Change on Stock Option Expensing/Rule # 1102-100

I am writing to urge FASB to reject the proposed rule requiring stock option expensing. I am an employee of EFI (www.efi.com), a high tech company in Silicon Valley.

Stock options give employees at all levels a stake in the success of our companies. They encourage the hard work and are an additional way to provide a possible positive income.

Owning options makes me feel like I have a real stake in the success of my company and increases my dedication and long-term commitment to my work. Stock option programs are also good for shareholders because employees are rewarded only if our company's stock value increases. In the past, my stock options have enabled me to improve my quality of life in meaningful ways. Even when options are "underwater," I feel personally tied to the success of my company, but at the same time we undertand the risk that comes with them.

I am concerned that mandatory expensing of stock options could cause my company to reconsider how it allots options to employees. I don't think this is good for me and I don't think this is good for my company as it could destroy one of the great motivational rewards of our hard work/high risk industry.

Specially I think the company may be forced not to give stock options to employees or to a lesser extent and for sure they are not going to increase salaries to compensate for it. Driving our own personal income lower to what could be in a future.

As of personal experience and benefit I have seen both side of the stock option when allows to contribute to the income when it has grown, and also seen the stock options dilute. One of the biggest incentives is that if the organization is able to execute their plans, most likely you will see benefits and in my case has allowed me to pay for my education, provide essential needs to my family and I was able to make the down payment for our firts home. Without the value that we got from the stock options, there is no way that I could have done it and probably not have the estability that my family it has today as well as the help that we have been able to provide others.

Thank you for your consideration of this appeal.

Sincerely,

Alberto Salazar