ikon

From: Colin Carruthers [Colin.Carruthers@xilinx.com]

Sent: Monday, June 21, 2004 5:06 AM

To: Director - FASB

Subject: Reference No 1102-100

Letter of Comment No:4893 File Reference: 1102-100

I am a UK resident but work for a US company (Xilinx Inc) and I am very concerned about the proposal to have companies expense stock options to employees. Xilinx is one of those companies which has a broad based stock option plan. As a site manager of one of the remote facilities I have experienced first-hand the motivation and rewards that such schemes can offer the employees and the company.

If Xilinx were required to expense options (using what seems to me at best an extremely unreliable methodology for determining the cost) then I believe this valuable motivational instrument would be silenced forever. To my mind the requirement is simply for one of transparency.

I would urge you to reconsider the FASB position.

Colin Carruthers PhD 52 Mortonhall Gate Edinburgh EH16 6TJ Scotland, UK

Colin Carruthers Senior Manager, Xilinx Scotland +44 (0)131 658 5001