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Letter of Comment No: 2490

File Reference: 1102-100

**From:** sramalingam2000@yahoo.com  
**Sent:** Monday, May 17, 2004 4:31 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. Dear Chairman Herz,

I have been working Silicon valley for more than 10 years now after obtaining my MS and Ph.D. degrees in the U.S.

My motivation in coming to work in Silicon valley was due to the dynamism, inventiveness and strong work-for-reward culture prevalent here.

A big part of what drives High Tech companies in places like the valley is the strong ownership / participation of employees in their company's growth and performance. A critical element of the ownership comes from ESPP and Stock option grants. Without these I strongly believe that the "intellectual" engine that drives High Tech companies will slow down and adversely affect the leadership of these companies.

My request to you is "please do not have companies expense ESPP and Stock Option Grants." This would adversely affect the current compensation schemes of employees who work very hard and add a lot of value to their companies.

Sincerely,  
Suresh

Sincerely,

Suresh Ramalingam  
34276 Dunhill Drive  
Fremont, CA 94555