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Letter of Comment No:2387 File Reference: 1102-100

From:

duval@rfm.com

Sent:

Thursday, May 13, 2004 12:13 PM

To:

Director - FASB

Subject: File

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. Stock options and ESPPs have been a part of my benefit package throughout my 40+ year career in the electronics / semiconductor field. These plans have been and are an incentive for me and other participants, to work hard and help the company grow in hopes that these plans will be of some value in the future. I believe ESOP & ESPP help American companies to be competitive, grow and provide more jobs. I believe the proposed expensing of ESOP & ESPP will cause companies to reduce or even eliminate these plans. I believe requiring stock options & stock purchase plans to be expensed, up-front, is a bad idea and will prove to be counter productive.

Sincerely,

Ted Duval 2014 Colleen Drive Garland, TX 75043