

ikon

---

Letter of Comment No: 2541  
File Reference: 1102-100

**From:** brianl@synopsys.com  
**Sent:** Wednesday, May 19, 2004 12:01 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100, Comment on FASB Stock Option Proposal



InterScan\_SafeSta  
mp.bt (296 B...

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 option plans have had enormous value as an incentive program driving entrepreneurial growth in the high tech industry. They work because they reward innovation with future potential. They cannot be given a realistic current value to expense because the innovation has not yet occurred. Burdening companies with a current charge based on that unknown future potential would make it impossible to continue to use them as employee incentives.

I understand the desire to reflect the expense of stock options for CEO's of car manufacturing companies. But using a one-shoe fits all approach is incorrect and ultimately very harmful to the industry I work in.

Sincerely,

Brian Lockyear  
3045 NW Thurman St  
Portland, OR 97201