

ikon**Letter of Comment No: 5366**
File Reference: 1102-100**From:** Debby_Rhodehamel@amat.com**Sent:** Friday, June 25, 2004 10:48 AM**To:** Director - FASB**Subject:** File Reference 1102-100: Accounting for Stock Options and ESPPs

I am writing to express my opposition to changing the accounting treatment for stock options and Employee Stock Purchase Plans (ESPPs).

I feel that this type of a requirement will result in companies, such as Applied Materials, to discontinue these programs for their employees. Currently there is a lot of competition for employers to hold on to skilled workers and the stock options and ESPP programs are a huge incentive for employees to remain with their company.

Employees work hard to support their families and to try to put away money for college and retirement. With pension plans pretty much being a thing of the past, the working class has to depend on a 401K and other benefits such as ESPP and stock options to reach their goals. The working class is now responsible for figuring out how to invest for retirement, etc., but we have had no training as to how to do this and little time for self education. Stock options and ESPP give employees a way to invest in something they have time to understand. It helps us to achieve our goals. Please do not take that away from us.

Sincerely,

Debby Rhodehamel
Administrator

6/25/2004