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From:

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Sent:

Monday, June 21, 2004 9:21 AM

To:

Director - FASB

Subject: File Reference 1102-100: Accounting for Stock Options and ESPPs

Letter of Comment No: 4903 File Reference: 1102-100

To whom it may concern,

I am writing to express my opposition to changing the accounting treatment for stock options and Employee Stock Purchase Plans (ESPPs). These plans are vital to the success of growth companies on the cutting edge of technology. They attract highly-skilled workers and give them the sense of ownership needed to foster innovation in a highly competitive environment.

At many companies, both stock options and ESPPs are used to incentivize employees at all levels in the organization. As a human resources professional, I see employees working on the manufacturing floor who are highly motivated to do their part towards the return on investment to our shareholders, themselves. They see their efforts pay off in the form of a better life for their families.

I personally have benefited from these programs in a very personal way. My son is intellectually gifted and we have been able to provide him with opportunities to expand his horizons which we would not have been able to do if not for the stock options I had been given.