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From: Nicholas Pauley [npauley@qualcomm.com]
Sent: Wednesday, June 30, 2004 9:12 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 5799
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Dear Director,

As an employee of a high-tech company that issues stock options to its employees, I felt it was important to voice my view on the stock option question. Stock options at my company are given to all levels of employees as a powerful motivator. They create employee ownership, which leads directly to employees having a stake in the company's success and increased shareholder value. Stock options are a necessity for recruiting and retaining top talent. Without stock options employees would tend to seek the company's offering the highest salary, thus escalating costs and reducing competitiveness. This is a crucial consideration for the American economy.

Stock options are an important and valuable benefit for me and my family. Companies, of course, see stock options as an incentive to drive high performance. Stock options have motivated me to perform at a high level, because both my family and I have a personal interest in the success, well being and financial health of my company. They help me and other employees build a successful company that benefits investors.

Finally, when the American economy is suffering from constant out sourcing, it seems to be very counter productive to take a mechanism, which has be of great help in my company grow, prosper, and create jobs, and remove this crucial incentive. The stock options mechanisms here represent a shining example of what has made this country an economic marvel and created such revolutions in technology.

Nicholas J. Pauley

Patent Counsel

QUALCOMM Incorporated

4755 Eastgate Mall

San Diego, CA 92121