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From: Sent:

Gary Staiman@maximhq.com

To:

Subject:

Thursday, June 24, 2004 10:20 PM

Director - FASB

File Reference No. 1102-100, Comment on FASB Stock

Letter of Comment No: 5401 File Reference: 1102-100



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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. Dear FASB Board Member, I have worked as an Engineer for 13 years, for both successful and unsuccessful companies. Over this time period I have found that the primary difference in successful and unsuccessful companies is employee attitude. The company that I currently work for, Maxim Integrated Products gives stock options to the majority of its employees, including janitors and administrative assistances. These stock options are quite powerful in effecting and changing peoples attitudes. The team work, hard work, extra effort born from knowing that you actually can affect the company's bottom line and in return your own bottom line is immeasurable. It is this motivation that makes the difference between successful and unsuccessful companies. By forcing companies to expense stock options, thus to ultimately eliminate them for lower tier employees; you will destroy the extra drive that pushes everyone to make a difference. Thus dooming America and its industries to mediocrity. Please reconsider your position on this extremely important matter. Your action will affect America's future economic success.

Sincerely,

Gary Staiman Maxim Integrated Products 922 Apricot Ave Campbell, CA 95008