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Letter of Comment No: 2834 File Reference: 1102-100

From: willie@cadence.com

Sent: Tuesday, June 01, 2004 9:33 AM

To: Director - FASB

Subject: File Reference No. 1102-100, Comment on FASB Stock Option Proposal



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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. I am very concerned that our company might be forced to cancel ESSP & Options because they would significantly affect the companies' bottom line.

American high tech companies need to stay competitive and be able to attract top talent from around the world.

 $\ensuremath{\mathsf{ESSP}}$ & Options are a way for employees, not just senior management, to share in the companies success.

There is no concept of a pension plan in our company. Company stock is vital to my personal long-term plan for retirement. Please do not support taking this mechanism for compensating employees away.

Sincerely,

willie Steinbart cadence 2614 Collingwood Dr. Round Rock, TX 78664