

From: lschirm@altera.com
Sent: Tuesday, June 01, 2004 9:23 PM
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 opposed to these new standards, not only because I am an employee who benefits from options, but because I am a shareholder.

To drive the unbelievable level of innovation that the US has seen in our home-grown technology industries simply cannot be achieved by people who are incentivized as if they were in any other industry. There is not a single person I know in a technology business who works a 9-5 job; they work early, late and weekends.

Technology workers in this country, upon whose shoulders the microprocessor, software, and biotech industries have been created, must work much longer hours than what is required in non-tech industries. To convince an employee to make these sacrifices, the incentives must be related to the success of the technology, and the company. The only real way to do this is through stock options.

Stock options align investors and inventors in their end goals. Doing away with stock options, which forcing expensing of them will do, will result in tech workers who work normal hours, and the technology advances will come to a screeching halt. This is not a better future for the United States, nor the beneficiaries of the technologies our people create.

Sincerely,

Luanne Schirrmeister
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