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Letter of Comment No: 3031
File Reference: 1102-100

From: ejohanss@altera.com
Sent: Tuesday, June 01, 2004 8:40 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. As an employee of a company offering stock option and ESPP plans, I can attest to the fact that these incentives drive the dedication and enthusiasm of the company's employees. It provides us with the ability to share in the financial success of our company, and extends the entrepreneurial spirit beyond the executive level.

My wife and I benefited greatly from similar plans through her company and, as a result, were able to buy a home that would otherwise have been beyond our means. These type of rewards are what motivate people to achieve beyond what is expected. I believe removing such compensation would only deflate the enthusiasm of the high-tech industry.

Sincerely,

Eric Johansson
Altera Corporation
101 Innovation Drive
San Jose, CA 95134