

From: eal@altera.com
Sent: Wednesday, June 02, 2004 6:30 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 an American college graduate who has grown up and settled in California. Though I graduated with an engineering degree, I was open to any number of opportunities (engineering and otherwise) both in the US and abroad. One key reason I was drawn into the tech sector here in Silicon Valley was because of the stock option / grant programs. While I must admit that I have become dependant on this as a source of income the more relevant fact is that these programs retain my talent in the tech industry and keep me highly motivated to innovate and succeed. This industry is highly competitive and my long work hours and high level of commitment to my company help enable our success in this industry. In truth, I am happy to put in this level of work because I feel I truly have a vested interest in the success of my company. By owning shares in my company, I feel responsible for our success in even the most trivial day to day activities. This helps drive me to do my best enabling my company to innovate and stay on the cutting edge of technology.

Eliminating share distribution will eliminate personal ownership that will, in turn, negatively affect both individual performance and the expected income of many families including my own.

Please consider these comments carefully and understand how each individual and the collective technology sector will be affected by current proposals.

Sincerely,

Evan Leal
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