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Letter of Comment No: 429/ File Reference: 1102-100 Į

From:

Slade Jones [sljones@cisco.com]

Sent:

Monday, June 14, 2004 2:24 PM

To:

Director - FASB

Subject: Regarding File Reference No. 1102-100

Dear Chairman Herz:

Stock option grants provide vital incentives for innovation based companies. These compensation tools allow America's technology leaders to attract, retain and inspire the best talent on the planet. Without these significant, incentive based tools, America's innovators are destined to become laggards in the global high technology industry.

The proposed FASB option valuation methods are excessive, forcing companies to review the practice of granting these options. Most (if not all) of American business leadership will have to eliminate this tool from their compensation strategies.

The current proposed draft ensures that FASB is complicit in the decline of American technology leadership and innovation. Please reconsider the valuation method of this single most motivating employee compensation element. To continue on the proposed course of action ensures a mediocre and declining strategic outlook for the American high technology industry.

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