

**ikon**

---

**Letter of Comment No: 3694**  
**File Reference: 1102-100**

**From:** Cheryl Post (chepost) [chepost@cisco.com]

**Sent:** Thursday, June 10, 2004 3:36 PM

**To:** Director - FASB

**Subject:** File Reference No. 1102-100

Chairman Robert H. Herz,

Please count my email as another of many that urges you to NOT support the move to expense stock options, to include those at unrealistically high valuations. Such artificially high valuation of options as required by FASB will eliminate the motivational aspect of employee stock options – to which the innovation and productivity that American employees have been delivering through their employers and our overall leadership in the global economy can be attributed. As such, U.S. companies need stock options to compete with other countries in the global marketplace, to continue to have the positive result of American high tech leadership, innovation and job creation. In today's economic environment, rule No. 1 should be 'first, do no harm'.

Both my husband and myself have enjoyed the benefits of our fruitful contribution to US companies that have rewarded its employees through the direct payback of performance and innovation via employee stock option programs. We want to see this cause-and-effect, pay-for-performance reward system continue as our children grow and enter the US workforce in years to come, so that they too, are rewarded as they apply their talents to the innovation for which our country is reputed, and the continued success of our future economy.

Respectfully,

Cheryl A. Post