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Letter of Comment No: 800
File Reference: 1102-100

From: Chris Fitzgerald [cfitz.boulder@comcast.net]
Sent: Tuesday, April 20, 2004 11:58 PM
To: Director - FASB
Subject: Expensing Employee Stock Options

Mr. Herz,

This note is in reference to file # 1102-100. I'm writing to express my concern both as an employee, a holder of stock options and someone who is deeply interested in and affected by trends in the high Tech industry.

I have been working in high tech for over 20 years. My career started with AT&T Bell Laboratories. I transitioned to Lucent then to Avaya. I now work for Cisco Systems. During this period I lost my hopes for a pension. I'm in the process of putting one child through college and have another close behind.

I've managed to save some towards retirement but am nowhere near what it will take to have a decent retirement living. A hope of mine is that someday, my stock options might help give me a nest egg towards retirement. It would appear that this dream is about to disappear.

I have never worked for a company that is as well managed as Cisco. I believe I have seen the gamut. I worked at AT&T when Bob Allen and Joe Nacchio thought they had a clue about managing and growing a business. I saw Rich McGinn pretend to run a company while he was actually blowing billions on minimally useful companies. AT&T finally hired someone who had a plan. Michael Armstrong had a vision for AT&T. It was brilliant. For awhile, AT&T owned wireless, cable, long distance and a huge business service organization. Due to pressures from Wall Street (who has a profit now not later mentality), AT&T was forced to divest itself of its' two most promising future income generators. These were its wireless and cable businesses.

To the point, it is these same kinds of pressures from Wall Street and large investors which are now forcing companies to expense stock options. This is not being done with the worker or their companies health in mind. It is not even being done to help the industry at large. It is being done to satisfy big (not little) investors. It is about making those who are already rich, richer. It leaves workers like myself with less and little hope of having much more.

It is my belief that the actions being taken will harm the high technology industry in this country. This will help those it is designed to help, the big patrons of Wall Street. It could have a further disastrous effect on the industry where I try to earn a living. On the larger scale this is one more issue which is affecting jobs in this country.

I am an optimist but I worry that this measure will only hasten what seems to be a decline in the standard of living in this country. I urge you and others involved in this issue to reconsider the effects your actions will have.

Thank You for your time

Chris Fitzgerald