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

From: Harris Sussman (hsussman) [hsussman@cisco.com]
Sent: Sunday, April 25, 2004 12:58 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Expensing of Stock Options, file ref no. 1102-100

Dear Chairman Herz,

I am writing to urge you and other members of the FASB not to expense stock options. I too have been adversely affected by the actions of some in the financial community, but making this sweeping change will have the most impact on the average worker receiving options. Expensing of stock options certainly won't provide a more accurate financial picture as it pertains to company finances. Also, the expensing of options will certainly have far less impact on those the proposed changes were really intended for.

Working for a company providing stock options has had an enormously positive impact on mine and my families lives. Having the ability to better educate my children, pay off debt, and just plan for a better future have all resulted from the advent of options. Having company ownership has certainly caused me to have maximum enjoyment in my job. Stock options are the fuel which will drive the United States to continue leading in technology development. Without the incentive of company ownership and options, US companies will likely be at a competitive disadvantage, given that many other foreign companies offer options. In fact, foreign companies may increase the use of options in a way to lure employees away from their existing US companies.

Overall, the negative impacts of expensing stock options vastly outweighs any potential positive results. Greater accounting accuracy will not be derived from this change and there are already ample means available for people to scrutinize the financials of a given company. Please consider my thoughts when making this decision.
Thanks for your consideration.

Sincerely,

Harris Sussman

4/26/2004