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From: Theisen, Terence [ttheisen@cisco.com]
Sent: Thursday, June 10, 2004 7:32 PM
To: Director - FASB
Subject: File Reference No. 1102-100 - Chairman Robert H. Herz

Letter of Comment No: 4215
File Reference: 1102-100

Dear Chairman Herz,

I am writing to you to appeal to NOT to support the current FASB draft plan to treat stock options as an expense.

I have been in the high tech industry for over 20 years and have seen the extraordinary impact that stock options as an incentive have had on employee productivity, innovation and employee loyalty. All of these things are good for America as we strive to keep and expand our leadership position in the global economy.

I fear that should the distribution of stock options shrink significantly, the positive message that each employee can participate in the financial benefit of corporate growth will go away as well. This will further expand the gap between the rich and the other economic classes. Why should only the more economically advantaged participate extensively in the profits from winning American businesses?

I am not sure what the FASB proposal is meant to accomplish...but if it seeks to create an entitlement or clock punching mentality...then it will surely be successful. Increasingly, America needs and deserves much more than that.

Thank you for your consideration.

Regards,

Terry Theisen

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