Stacey Sutay

Letter of Comment No: 480
File Reference: 1102-100

From: Gregory Gall [ggall@cisco.com]
Sent: Tuesday, April 20, 2004 8:09 AM
To: Director - FASB
Subject: File Reference No. 1102-100, addressed to "Chairman Robert H. Herz,"

Hi there,

In reference to File Reference No. 1102-100, addressed to "Chairman Robert H. Herz," I would like to express my concern the recommendation relative to the expensing stock options.

I would urge you to re-consider this recommendation as it affects companies such as ours to recruit and maintain top technical talent and to compete on an even playing field with companies that are finding cheaper labor outside the US. If we continue down the path of taking benefit options away such as stock options, our competitive ability will be severely hampered. At that point, our country loses as well since the jobs for top technical talent will no longer exist in the US.

Stock options provide employee ownership in the companies they work for and a big motivational factor amongst my team of 5 seasoned veterans who each average over 20 years in the technology industry. The options provide a near term and longer term incentive to work hard, be innovative with the hopes of the American dream of being highly successful for the work they contribute.

I personally value the stock options as my wife and I continue to plan for our three children's future and education. With the options we will have the opportunity to afford saving the money to provide them educational opportunities that all American citizens should have but a small percentage do NOT have. Without educating our children for the future leadership of this country, we are putting the US in jeopardy of not remaining the world leader in many areas that we are today such as technology.

So I urge you not support the expensing of stock options.

Sincerely,

Greg Gall Senior Systems Engineering Mgr, WW Channels Operations
CCIE - 4456 CCNP, CCDP, CCNA, CCDA

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Every man is enthusiastic at times. One man has enthusiasm for 30 minutes, another
has it for 30 days but it is the man who has it for 30 years who makes a success in life.

"I never stopped trying to become qualified for the job." -- Darwin Smith on his exceptional performance.