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File Reference: 1102-100

From: Peter Ruh [peterr@cisco.com]
Sent: Monday, April 26, 2004 1:04 PM
To: Director - FASB
Subject: File Reference No. 1102-100

To Chairman Robert H. Herz:

I am writing to you as a Technology worker in San Jose, CA. I have been working in Silicon Valley for the last 17 years and have worked at small, fast-growing technology companies. I have personally witnessed the incredible motivational power of company ownership in terms of harnessing real innovation and competitiveness in the marketplace. Stock options - ownership - is the fuel behind the great successes in Silicon Valley. It motivates every employee to work a little harder, a little smarter, a little longer, and with more dogged perseverance. The parking lots are more full - at night and on weekends - at companies that provide stock options versus those that don't - you can see that every day and every weekend - it's black and white. Options work for US competitiveness in the global marketplace - please don't throw the "baby out with the bathwater" on this issue. **Preserve Broad-based Stock Option Plans !!**

Regards,

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