## Message

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File Reference: 1102-100

From: Rick Hutley (rhutley) [rhutley@cisco.com]

Sent: Thursday, June 10, 2004 8:49 AM

To: Director - FASB

Subject: File Reference No. 1102-100

To: Chairman Robert H. Herz,

Sir,

I am writing to stress to you the importance of stock options to myself and to the US economy. I am not by nature a political person - I have never before written to any politician or government agency on such issues but I feel compelled to write on this occasion.

Stock options are a crucial part of a thriving and motivated industry today and I have personally experienced the dramatic impact that such "company ownership" can have on the culture of a corporation. It establishes a "driving force" within the employee base and spurs the desire to drive our economy forward far faster than would otherwise be the case. This employee motivation needs to occur at all levels - not just for the privileged few in the upper echelons of a company. It is the total workforce of our corporations that must pull together to drive economic growth and the feeling of ownership and personal commitment that stock options engender is, in my experience, the single greatest driver of that culture.

To remove, or inhibit this mechanism for cultural / economic drive by insisting that stock options be expensed would do significant damage to many companies ability to maintain and build upon that "success culture". I strongly urge you to consider these implications and allow stock options to exist as they do today - as a fundamental driver of our nations economic strength.

Yours faithfully



Rick Hutley

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