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Letter of Comment No: 837

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From: Mark Sardzinski (msardzin) [msardzin@cisco.com]
Sent: Tuesday, April 20, 2004 4:06 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Dear, Mr.Chairman Robert H. Herz

Please don't change your guidelines on employee stock options forcing companies to start expensing them. Doing so will hurt millions of hard working people and stifle innovation. If you force companies to expense of stock options you will be killing the entrepreneurial spirit. Small & large companies will have trouble attracting talented employees from developing cutting edge products and technologies. This will especially hurt small startup companies. I went to startup company and the reason I took the risk of leaving a really safe well paid company was for the stock options. I had a change at the American dream, I'm not a big wig exec. I'm just the average Joe working in the tech field but stock options were really a great opportunity to work hard and make extra money. Stock options make you a part owner in the company help drive you, to work harder.

If you change the rules it will really hurt millions of people and have a real negative impact on the economy and stock market. By expensing stock options there will be no reward for taking a change and innovating new products and technologies. Expensing stock options will just drive more jobs to be moved overseas.

Thanks,

Mark Sardzinski
Tech Support Engineer.
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