Len Tatore

Letter of Comment No: 1255
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From: Eruch Kapadia [ekapadia@cisco.com]
Sent: Wednesday, April 21, 2004 9:53 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100, addressed to "Chairman Robert H. Herz

Mr. Chairman,

Should your actions take away the benefits like ESPP then there will be no Initiatvies left in today's economy for employees to put the long hours to support company, and industry growth. Not only will your actions take away the single most important incentive to promote economic growth it will provide a substantial set back to the income expectations of the employees. With the existing Tax burdens and the dwindling benefits organizations such as yours are sending a message that there is no reward for hard work. We might as well be better of working in fast-food stores at minimum wages. Our education system churns out high school graduates fit for Fast food stores, now your actions are driving the hardworking folks to do the same -- why work hard and deal with the stress when there are no benefits.

Mr. Chairman instead of destroying the spirit of Rank-and-file employees organizations such as FASB should focus on accounting strategies and laws that prevent jobs from going overseas and that which can help raise the benefits and incentives to common worker. Afterall people are the main asset of any country -- destroy their spirit, take away their livelihood and the paybacks are never pleasant. Learn from history.

Work for the common working class of America not against us.