## **Stacey Sutay**

Letter of Comment No: 47/ File Reference: 1102-100 John Williams [iwill@cisco.com] From:

Sent: Tuesday, April 20, 2004 5:01 AM To: Director - FASB

Please don't dismantle employee ownership. Subject:

Stock Options gives employees a STAKE in the company. They promote teamwork and encourage employees to work out solutions together instead of focusing completely on career pursuit. Making employees shareholders align their motives and interests with the shareholders. There is probably no better way to encourage employees to increase productivity than to rewards them for making the company more profitable.

The gains in PRODUCTIVITY are attributable to stock options. There is no better way for you to slam the brakes on productivity than to torpedo employee incentive stock options.

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