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Stacey Sutay

Letter of Comment No: 384 File Reference: 1102-100

From:

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Sent:

Monday, April 19, 2004 6:49 PM

To:

Director - FASB

Cc:

savestockoptions@cisco.com

Subject:

Expensing Stock Options: File Reference No. 1102-100

Importance: High

Dear Mr. Chairman Robert H. Herz,

I strongly urge you to re-consider the draft plan that recommends the expensing of stock options. I work for a high tech company that offers its employees stock options. And although stock options, alone, are not the only reason I choose to work for my employer, it is a very important financial incentive that is directly tied to the company's overall financial performance. Stock options allow employees to have "skin-in-the-game" when it comes to increasing shareholder value.

Lastly, the geo-economic climate is not getting better any time soon. Not only is it the wrong policy to consider implementing, but it is also the wrong time to implement. If the Bush administration fears the continuation of US job losses, this policy will only make matters worse.

Kind regards, Jesus E. Oseguera 408-853-7583