Stacey Sutay

Letter of Comment No: /53
File Reference: 1102-100

From:

Tina Haley [tihaley@cisco.com]
Monday, April 19, 2004 5:04 PM

Sent: To:

Director - FASB

Subject:

Please DO NOT Expense Stock Options File Reference No. 1102-100

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Chairman Robert H. Herz:

PLEASE THINK ABOUT THE IMPACT OF YOUR ACTIONS.

The expensing of stock options is at its core the punishing of the masses for the misdeeds of a few.

When executives abuse the privilege of stock options they should be punished, instead I am punished.

I work for a high tech company and like many of my co-workers I am not rich. Like the vast majority of Americans I live from paycheck to paycheck. I look ahead and I see little hope for a comfortable retirement, little hope for sending my sons to anything more than a community college and your basic "catch-basin" state college. Unless of course my stock options get above water. You see, I get rewarded for my hard work with stock options.

Stock options provide the hope for me and my family that I can retire at a sensible age. That I can send my kids to a better school.

Stock options mean that I am more than just another employee, I am part of the company, I am the company. When the company does well I do well. Those earnings reports are my earnings reports.

From my understanding what FASB has planned will eliminate stock options due to the high valuation that will be used.

YOUR ACTIONS MAY DRAMATICALLY EFFECT THE QUALITY OF MY LIFE. Please consider this and please rethink your approach to this situation. Otherwise you are just perpetuating the damage these executives have done to our economy and our society. Punish them, not me.

Sincerely, Tina Haley