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Letter of Comment No: 599

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From: Jim O'Malley (jomalley) [jomalley@cisco.com]
Sent: Tuesday, April 20, 2004 10:09 AM
To: Director - FASB
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I am writing this email in response to the pending FASB draft plan concerning the expensing of employee stock options.

I would encourage you to abandon this initiative as it will remove from employees the opportunity to participate in the success of an organization. Stock options provide incentive to employees as they are now legitimately owners instead of just employees. This is a great opportunity for an employee to gain the common dream of providing security for their family. I personally moved to Cisco because of the stock options. I was very happy and well paid at my previous employer but saw the opportunity to allow my children to go to the college of their choice because of the stock options.

Please consider that eliminating stock options would hurt many ordinary American workers. I encourage you to abandon your support for this draft plan.

Thank you.

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