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From:

Bonina Harris [boharris@cisco.com] Thursday, June 24, 2004 2:34 PM

Sent: To:

Director - FASB

Subject:

File Reference No. 1102-100

Chairman Robert H. Herz

I am an employee who benefits from a broad based employee stock options program and am opposed to the exposure draft released on FAS 123.

Letter of Comment No: 5387

File Reference: 1102-100

I wanted to bring up a couple of points in regards to FAS 123.

- 1) If implemented, FAS 123 will likely bring an end to broad-based employee stock option plans.
- 2) Broad-based employee stock option plans have not only motivated me to work harder and more efficiently, but also benefit shareholders by better aligning employee and shareholder interests. With stock options, I benefit only when the shareholders benefit.
- 3) Employee stock options are not freely trade-able and are subject to forfeiture if I leave the company and are impossible to value. How can you value something that has no market value? Under this exposure draft, FASB will somehow come up with a value-- however inaccurate -- and force companies, like mine, to put inaccurate information on the financial statement. Indeed, financial statements will become less to the individual investor.

As a single minority women, entry into the stock market and the ownership of options only come from the generosity of the company I work for.

Please reconsider and rescind this exposure draft.

Sincerely,

Bonina Harris 1020 Goldmist Lane Durham, NC 27713