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Chairman Robert H. Herz,

I have not always been an employee of the High Tech Industry. I worked for GE ten years, long before employee based stock options were common. At that point, I was only driven by what was I measured on as an employee, not as a shareholder.

Once I went to work for a Company (Cisco) where stock-options were the major driver..... my work attitude, drive and influencing factors radically changed.

I now make all my decisions as a stock-holder first...then as an employee. If the Company ever considers directions that impact my long-term shareholder wealth, I act fearlessly with my management to address issues. Since my long-term wealth is directly tied to the long-term performance of the overall Company, I am highly motivated about all decisions. You can no longer have the attitude, "well.... as long as it doesn't directly impact me, whatever".

It does impact you, as a shareholder.

At a time when American's are at a tough cross-roads on Off-Shoring Jobs and Corporate Ethics, keeping broad-based employee stock options viable is critical.

On off-shoring of jobs, American workers will remain more motivated to keep their job skills up if they can keep their jobs, with the same Company. Tenure, without options, is what the unions offered. But Union jobs offered no motivation to constantly improve your work skills.

If an employee wants his options to keep maturing, he'll work on his own to improve his skill set so his job isn't "off-shored". If he works for a paycheck, he'll just look for a job with another paycheck but the same skills.

In Corporate ethics, regulations like Sarbanes-Oxley, motive employees whom are highly tied to the Corporate performance..... long term performance. It ties back to acting as a shareholder first.... then an employee. You cannot achieve this level of motivation in an employee whose major compensation package is salary.

Personally, our Family always seeks jobs with Employee Stock options first, salary second. If the US makes broad based options so unattractive to Corporations, our Family has considered long term plans outside the US, with Countries and Companies where options are a major factor. The last thing this Country needs is a brain-drain of talent simply because Washington lost touch with what is most important to the talent.

In the last year, I have lost 6 friends to relocations to Asia. They are now providing the brain power to make various Asian Nations stronger in High Tech. Major motivating factors in everyone of those six cases were the stock-options offered by the Asian Companies. I have personally heard those stories, and keep in contact with those friends. I cannot believe this Country would be so short-sided and allow current broad based programs to be so unattractive for Companies to continue providing it's employees.

Please reconsider the draft plan in front of you that would treat stock options as an expense.

Terri Freeman
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High End Plant

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