## Stacey Sutay

Letter of Comment No: 338 File Reference: 1102-100

From: Louis Kalmar (lkalmar) [lkalmar@cisco.com]

Sent: Monday, April 19, 2004 9:58 PM

To: Director - FASB

Cc: savestockoptions@cisco.com Subject: File Reference No. 1102-100

## Chairman Robert H. Herz

I am writing you to express my sincere belief that expensing employee stock options is not in the best interest of our economy, our nation's work force or our nation's competitiveness in the global market.

Stock options, and corporate ownership, are an important key to creating an atmosphere of inovation, employee productivity and a general sense of engagement to the larger good within a corporation.

I've worked at both large and small technology companies. Some have offered employee stock options, others have not. There is a tangible difference in the pride and dedication that employees show when they are offered a "stake" in their company and it's stock price than in situations where that is not the case.

Of course, during the dot com boom, there seemed to be a sense within our society that stock options are a "get rich quick" scheme for only a small portion of the total work force. In reality, this is not the case at all. Stock options, instead, can be used as a tool to instill a sense of ownership and connection to the corporation for which one works. I can't believe that this is something that our government and our society would knowingly intend to work against.

Finally, when put in the perspective of the global economy, the US needs to maintain it's technological leadership for us to maintain the standard of living that we've grown accustomed to. I firmly believe that the entrepreneurial spirit among the workers in our country will suffer if we make it less feasible for corporations to extend stock options broadly to our workers.

Thank you for your consideration.

Sincerely,

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