

ikon

Letter of Comment No: 4285
File Reference: 1102-100

From: Jay Denton (jdenton) [jdenton@cisco.com]
Sent: Monday, June 14, 2004 4:15 PM
To: Director - FASB
Subject: Dear Chairman Robert Herz: File Reference No. 1102-100

Dear Chairman Herz,

Re: File Reference No. 1102-100

I would like to add my own voice to the many you have no doubt heard from imploring you to consider the employee stock option issue in favor of innovation, employee ownership and good old fashioned American ingenuity and capitalism.

People work harder and smarter when there is something in it for them. The promise of reaping the benefits of your hard work and devotion to the company you work for is what keeps people like me going. My peers and I are smart people, working extremely hard to advance the cause of something we believe in, and with stock options, not only do we benefit, but our families and charities of choice benefit as well. We invest time (sometimes too much) and energy and dedication to be highly productive members of the economy, and stock options are the carrot at the end of the stick for us.

Forced to treat the uncertain potential value of stock options as near-term expenses will stifle the practice among the very companies that have contributed so much to this country's GDP and productivity improvements. I fear that this will be a "cut off the nose to spite the face" type of move, with the best of intentions but the worst of outcomes.

My voice is one of many, from both sides of the issue, I know... but I wanted to at least dash off this note to you so that I would feel like I've done my part to try to save something very important to me and my family.

Thank you.

Jay Denton

Jay Denton - Sr Bus Ops Mgr - Cisco Systems, Inc
W:720-875-1420 M:303-885-3899 P:800-365-4578
9155 E Nichols Ave - Englewood - CO - 80112