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From: Sent: Jim Miner [jminer@cisco.com] Monday, June 14, 2004 5:08 PM

To:

Stacey Sutay

Subject:

Proposed rulings concerning expensing of stock options

Letter of Comment No: 4279

File Reference: 1102-100

Dear sir,

I am not a big shot company executive. I am a little guy, just trying to get along. I'm 50 years old and trying to figure out how to finance my retirement, while still trying to make ends meet and get my children through college. Stock options from Cisco Systems (my employer) have figured prominently in my plans. Stock option expensing will throw a monkey wrench into my retirement plans. Please don't do this to me.

- 1) 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.
- 2) If implemented, FAS 123 will likely bring an end to broad-based employee stock option plans.
- 3)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.
- 4) 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.
- 5) Please reconsider and rescind this exposure draft.

Thank you...

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