

Message

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Letter of Comment No: 4290

File Reference: 1102-100

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**From:** Brett Hatz (bhatz) [bhatz@cisco.com]  
**Sent:** Monday, June 14, 2004 4:14 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100  
**Importance:** High

*Dear Chairman Robert H. Herz:*

*I'm writing this correspondence on behalf of the many Americans (both present and future) that will be adversely affected if the current legislation for stock option expensing passes.*

*One of the main reasons I went to work for Cisco was that it was simply a great place to work. How little did I know how great it really is. I love working at a company that is innovative, ever-evolving, and agile enough to accomodate the constantly changing needs of our customers.*

*A culture where everyone has ownership and is empowered to do what is right for the customer nurtures this attitude. It fosters a tremendous, undeniable difference in our ability to perform against our competitors both large and small.*

*As a salesperson, I get paid fairly well without options being my hope for an enjoyable retirement. An option grant is important to me as it represents my executives way of telling me how well I am representing Cisco in my role as it pertains to the entire organization.*

*Most importantly however, I am compelled to write this letter on behalf of our talented engineering team, our support staff, and everyone in between. If this company continues to lead and remains competitive with China and other start-ups in India, it is due in no small part to our **entire team**. Options to participate in the future success of our company make all the difference to Cisco, and it's these options that bring the "cream of the crop" to every level of our organization. These options make a significant difference in the long term thinking that is inherent in every Cisco employee action. **It is what will make our vision to "change the way the world lives, works, plays, and learns" a reality.***

*In closing, I am not suggesting that option expensing if done correctly should be entirely ruled out. I certainly understand that some changes must occur to assist the SEC due to the examples set by other newsworthy companies like Enron, MCI, and Anderson.*

*What I sincerely hope you will do however, is take more time in assessing the long term effects this legislation would create. I firmly believe that it **will have an adverse affect for all innovative companies** using employee ownership to attract the talent necessary to afford American startups an ability compete in this global economy.*

*Thanks for your time and honest consideration to my correspondence.*

*Sincerely yours,*

*Brett C. Hatz*

Brett Hatz  
Account Manager



6/15/2004