

Message

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Letter of Comment No: 3902  
File Reference: 1102-100

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**From:** Meg Ackerly [mackerly@cisco.com]  
**Sent:** Thursday, June 17, 2004 10:04 AM  
**To:** Director - FASB  
**Subject:** RE: Expensing Stock Options

To Chairman Robert H. Herz,

I would like to would my concern on expensing stock options. As a Cisco employee, the stock option program was a large incentive to joining the company in 1999, and continues to provide incentive to stay with Cisco. If, as a result of the File Reference No. 1102-100, corporations have to expense stock options, these companies may discontinue the option program, and thereby reduce the compensation/incentive to the employees.

Personally, my options are of minimal value due to the economic downtown and the heavy taxation imposed on them. Despite this fact, I remain hopeful that with time additional options will vest and as the economy improves, my patience and hard work will be rewarded. Thus, even though I have not recognized any gains as yet, the options help with employee retention.

Regards,

Margaret Ackerly

6/17/2004