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Letter of Comment No: 877
File Reference: 1102-100

From: Joey Bruce [jjobruce@cisco.com]
Sent: Tuesday, April 20, 2004 8:35 AM
To: Director - FASB
Subject: File Reference No. 1102-100, addressed to "Chairman Robert H. Herz," as soon as possible.

Help..... Please

It has come to my intention that the FASB intends to cause companies to highly expense stock options. I have worked for many companies over the years and have never received stock options until I came to Cisco. Cisco was the first company I have worked at that generously contributes stock options to their employees. What a great idea, finally I found a company that cares enough about its employees to "spread the wealth" and not just horde everything at the executive offices. The only thing causing them to expense stock options will do is to cause them to horde what they give out to executives only. I look forward to stock options because it is about the only thing out there now days I can make any money on to supplement my future. I would like to retire some day as everyone would and taking the options away from us will just make my future for the "little man" and his family that much more difficult. I will not have medicare or social security when I get older so a supplement like stock options is a definite warm welcome and some comfort for the future.

Once again the "little man" gets stepped on.

Why don't you make the executives expense their options at a higher rate and not expense the options given to the "little man" in the company.

Please come up with a better plan that will cause the executives to give more of the options to the "common employee" rather than horde so many options for themselves. Now that would be a good plan for everyone. It should also assist in boosting the economy due to more people having more money.