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Letter of Comment No: 933 File Reference: 1102-100

From: De

Dennis Jakus [dennisj@cisco.com]

Sent:

Tuesday, April 20, 2004 4:04 PM

To:

Director - FASB

Subject: to Chairman Robert H. Herz

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Hello Mr. Herz

I am an employee of Cisco systems and am very concerned about the government affecting the stock options that Cisco makes available to employees. I have been in the computer industry for over 20 years and Cisco is one of a very few companies that allow options to be shared throughout the corporation. Typically in other companies in the past like Digital and Compaq, where I have worked, employees never saw the options.

One of Cisco's impressive traits is that they give employees something to build their hopes on. In this world where the government takes more than half my salary away options are the only way I have been able to save for my child's college education. He is entering college in the fall and without the options I would be in dire straits. I think it would be tremendously demotivating for me to eliminate those options. I think that Cisco is a model of how a company can share some wealth but now we hear that you want to take that away.

The world of High tech is mostly composed of hard working people who love the technology and aren't only in it for the money. Unlike many Wall street types. But the potential reward of options helps people to feel that all of this hard work might pay off down the road for our families. I think you have to look at how you will effect the strength in technology we have and the motivation to work hard and produce at a high level. I feel Cisco is light years ahead of many companies in productivity which should be an example for all companies rather than penalizing us at a time where the US needs to be as strong as ever. I ask you to please reconsider and my son also asks you to reconsider so he doesn't have govt. Ioans over his head for the first years of his life?

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