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Letter of Comment No: 1096
File Reference: 1102-100

From: Tom Sherek (tsherek) [tsherek@cisco.com]
Sent: Wednesday, April 21, 2004 9:52 AM
To: Director - FASB
Cc: savestockoptions@cisco.com; tsherek@cisco.com
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

It is my opinion that stock options should NOT be treated as expenses as this is the one incentive program U.S. based corporations have to lure prospective employees. In my tenure as a U.S. citizen and employee of U.S. based companies I have had the fortune of receiving stock options as additional compensation. These stock option grants have allowed me to live the American dream. Isn't that the reason people want to live in America, especially in this day and age? By treating stock options as expenses to our corporations we merely force the hand that feeds us. It moves our highly technical and educated employee positions overseas. This definitely cannot help our economy.

Thank you!!

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Tom Sherek
Cisco Systems, Inc.
7900 International Drive
Bloomington, MN 55425
952.967.8516
tsherek@cisco.com