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Letter of Comment No: 952
File Reference: 1102-100

From: Diana Duong [dduong@cisco.com]
Sent: Tuesday, April 20, 2004 1:41 PM
To: Director - FASB
Subject: File Reference No. 1102-100 - Stock Option Expensing

Dear Chairman Robert H. Herz,

My name is Diana Duong and I am an employee for Cisco Systems, Inc. I work in the San Jose area and have been working for Cisco for more than 4 years.

I am writing to you today to ask for your support in not expensing stock options. When I started working at Cisco, I was truly amazed to see the culture the company has set. Employees genuinely wanted to see their company succeed, a sense of ownership that if everyone works hard, then the company will succeed. And if the company succeeds, then they will be rewarded in return for their efforts. The culture still holds true today. If we do have to expense stock options, employees will be greatly affected - especially the many rank and file employees that help to support and drive the company's success.

Personally, I am hoping that my stock options will help me start saving for a down payment to buy a home. Without it, I would definitely not be able to afford one. It will simply be the difference between renting and owning my own place.

In today's economic environment when there is an increase of offshore jobs, we can't afford to lose our competitiveness to other countries that do not expense stock options. We need this in order to compete with other countries like China - especially if we want to continue job creation and innovation in America.

We need your help. Please help preserve broad-based stock option plans. The rank and file employees who will be deeply impacted by this decision greatly depend on your support.

Thank you for your time.

Regards,
Diana Duong