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Letter of Comment No: 137

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From: Jeanne Jackson [jeanej@cisco.com]
Sent: Tuesday, April 20, 2004 1:30 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100 (Attn: Chairman Robert H. Herz)

Dear Mr. Chairman:

My name is Jeanne Jackson. I am employed by Cisco Systems as a developer of network security courses. I have been a full-time Cisco employee based in Austin, Texas for over three years. I am writing to you to urge you to pass H. R. 3574.

I feel it is not only important, but critical for Cisco to remain unrestricted in its ability to use stock options across its employee population. One of Cisco's primary initiatives is cyber-security via self-defending networks. This initiative helps customers use Cisco network infrastructure to limit damage from viruses and worms by incorporating Cisco capabilities with the capabilities of other security vendors. Because the vast majority of the Internet's infrastructure consists of Cisco equipment, this initiative is of vital importance to global cyber security. Cisco needs to continue to attract and retain top employees if it is to accomplish the myriad of critical tasks at hand, and stock options play a large role in Cisco's ability to do so.

Most of the Cisco employees I encounter are, like myself, intrinsically motivated. Although pride in their work motivates them, the incentive of stock options helps to keep that motivation high and helps to keep them at Cisco, which is where they need to be if they are to best serve the vast networks already routed, switched and protected by Cisco products.

Stock options are important to my personal life as well. They have enabled me to minimize my debt and prepare for retirement. I have also been able to reach out financially to individuals less fortunate than myself, something I have always dreamed of but never thought I would be able to achieve.

Thank you in advance for your consideration of this matter,
Jeanne Jackson

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