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Letter of Comment No: 917
File Reference: 1102-100

From: Tara A. Collison [collison@cisco.com]
Sent: Tuesday, April 20, 2004 2:57 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I am writing today to urge you NOT to consider any plan that would make stock options an expense for my company. I see stock options as one key aspect of my compensation plan at Cisco. It is one of the ways that my company truly recognizes outstanding performance and ownership motivates me to do my best for the company at all times.

In addition, my children depend on it. I have young children that will hopefully attend college some day and my stock options are my biggest college planning fund for my children. If they were to go away, I would be forced to look for other ways to fund their education long term.

I am afraid that if expensing stock options were to become a reality, companies like Cisco would be forced to move away from their use with employees, which would be a real shame. The use of stock options as a motivator for productivity and innovation has been a key part of Cisco's employee compensation plan and if it were removed employee satisfaction and motivation are sure to suffer.

Thank you for your consideration in this matter.

Sincerely,
Tara A. Collison

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