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From: Dan West [dawest@cisco.com]
Sent: Tuesday, April 20, 2004 2:23 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 845
File Reference: 1102-100

Chairman Robert H. Herz,

You are considering treating stock options as an expense (File Reference No. 1102-100). I'd like my voice to be heard. I'm opposed to the idea, and I'll tell you why...

As I understand it you are looking for solutions to the scandalous cooperate executives of recent years. However, implementing a policy that effects stock options as such, affects me greatly and by proxy my family. One of (if not the biggest) reason I've chosen to work for Cisco Systems is the high value the employees place on cooperate success. We've got a sense in this company that what we do makes a difference to our market success. We are directly rewarded for our efforts via Stock Options. This reward system in turn is tied directly to the companies performance on the market. So, the better our performance, the larger our stock price, the higher our rewards. As I see it, this is my incentive when dealing with a difficult customer or staying late to figure out exactly what went wrong... Because I make a difference, and I'm rewarded for it.

Sir, roughly 1/4 of my family income is in the form of Stock Options. If this were to change, I fear for what this would mean to my financial stability. Every one of my peer's agrees. If this idea is carried forward and implemented, our compensation will be radically restricted. We are not cooperate executives that have created headlines, we are everyday citizens, just trying insure our families are cared for in the best way we can.

Don't let a few bad egg's have such a dramatic effect on so many families. Hold the abusers accountable, let the common man flourish.

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