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From: Kim Ringeisen [kringeis@cisco.com]
Sent: Tuesday, April 20, 2004 1:04 PM
To: Director - FASB
Cc: Kim Ringeisen
Subject: File Reference No. 1102-100 - Stock Options

Letter of Comment No: 043
File Reference: 1102-100

Chairman Robert H. Herz,

it has come to knowledge that the FASB have released a draft plan stating they treat stock options as an expense. I am against this since I do not feel it is the right step for Amercia at this point in time. I am a non-executive manager and my families future relies on the stock option plan that we in Cisco Systems are working hard to maintain. I must also remind you that if you eliminate this incentive based grant, you will also take away the future opportunities for me and my family.

I would also suggest that the FASB focus on those organizational failures that allowed the issues that Enron and others like Enron have created, not a general decree for a program that has provided me as well as many Americans the ability to live the American Dream. As I understand, criminal action was responsible for past problems, not a program or programs designed to provide incentives for performance. If law(s) already exist, I would expect the focus of the FASB to be on enforcing existing law(s), not creating new laws for those that failed or were broken by criminals.

Furthermore, having served this great Nation in combat and in peace I would challenge you and the FASB to allow us the ability to persue the benefits of Corporate Stock Options. Doing otherwise will not allow us to compete with foreign efforts or corporations and you will become culpable in preventing Americans from educating our youth to remain viably competitive in tomorrows markets. Without stock options, my children have limited choices. The past 4 years have been bad enough for everyone, inflicting this on the Nation at time of potential recovery does not appear to be a sound fiscal action.

I cannot not raise millions of dollars hosting a dinner, nor have I had the opportunity to have benefited from the very programs you and your staff have benefited from over the past decades, changing that now since it no longer impacts you or your families is not in my opinion, fair. If your concern is with Executive packages, why not focus on that and leave the non-executive employee or manager alone?

So, I would again ask that this not find approval, it will be an injustice imposed on American society, that historians will study for years to come analyzing what not to do after such a economic downturn and emerging recovery.

-Kim