ikon

From:

Wanderlei M. de Paulo [depaulo@cisco.com]

Letter of Comment No: 4265

File Reference: 1102-100

Sent:

Monday, June 14, 2004 6:19 PM

To:

Director - FASB

Cc: Subject: savestockoptions@cisco.com File Reference No. 1102-100

To: "Chairman Robert H. Herz

Hi Sir,

Please, I urge you not to expense stock options.

I worked 23 years for IBM Brasil and I moved myself to Cisco because the stock options plan that Cisco offered to me has attracted me. I think you should be aware that stock options is used as a "differential" to get the best employees in the Market. I think this is an excellent resource that Cisco has available at this moment and Cisco has "used stock" options to bring smart people to the Company making the Company competitive against other Companies in the world.

That is a great thing Cisco can do for me!
As you can see "United States companies need stock options to compete with other countries and other companies on a global basis". (Example: Chinese companies use stock options and they do not treat them as an expense.
Should I move to a Chinese company? I have always worked for U.S. Company!). Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation, even in South America where I am located and live with my family.

In today's economic environment, the number one rule should be 'first, do no harm'

Regards.

Wanderlei DEPAULO - NCE

Direct:

+55 21 24836336

Mobile Phone

+55 21 93329915

Page->

<mailto: 2193329915@atlnet.com>