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File Reference: 1102-100

From: Bob Proscia [bproscia@cisco.com]
Sent: Friday, June 11, 2004 1:57 PM
To: Director - FASB
Subject: File Reference No. 1102-100

To Chairman Robert H. Herz:

Hello, I work for Cisco Systems, Inc., a leading provider of networking solutions which enable everyone to reap the benefits of a connected world. I work out of an office in Boxborough, MA.

I've been employed at Cisco for a little over six years. I was part of a company that was acquired by Cisco about four years ago. I've never before worked for a company that rewarded all of its employees in the way that Cisco does. I never received any stock options or annual cash bonuses at my previous, high tech, companies. The options and bonuses that Cisco has compensated me with have helped me in the remodeling of my home. It has also helped me in purchasing new cars and providing fun vacations for my family. All of these things help the people who are employed by those industries. So, in a direct way the Cisco broad based stock option plan does not just benefit me, it benefits everyone I do business with in Massachusetts and across the United States. I prefer to buy American, when possible.

If I did not have these options I would not have been able to remodel my home and update to a new vehicle when I did. I know a lot of my colleagues here at Cisco spend their option and bonus money in similar ways. If our economy is to continue a recovery it needs to have people spending money not just saving it. Due to the job market I have also put more money in my savings, thanks to Cisco, to help protect my family in case the economy worsened. I would be more apt to spend that money if I could count on my options to be their to help ensure the financial stability of my family.

I think any move that helps ensure corporate responsibility, at the executive level, is a good one. Any move that makes it harder for the average worker, like me, to help seek his or her American Dream is counter to everything that this country stands for and will not help our countries economic recovery.

Thank you for being considerate enough to read this email.

Sincerely yours,
Bob Proscia

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