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From: Robin Beaton-Duncan (rbeatond) [rbeatond@cisco.com]
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To: Director - FASB
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I am sending this email to you as chairman of the Financial Accounting Standards Board to urge you **not** to expense stock options, especially at an unrealistically high valuation.

From a personal perspective, I have been an employee at Cisco Systems, Inc, for nearly seven years and my family and I have benefited greatly from Cisco's broad-based employee stock option program. Using proceeds from the sale of stock options, I have paid back taxes that I owed to both the Federal government and the state of California, purchased autos, and made critical home improvements. I would not have been able to afford any of these based on my salary alone.

From an industry perspective, U.S. companies needs stock options to compete with other countries on a global basis. (Example: Chincsc companics use stock options and they do not treat them as an expense.) Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation. In today's economic environment, the number one rule should be 'first, do no harm.'

Thank you for your attention to this matter.

Regards,

Robin Beaton-Duncan

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