## **Stacey Sutay**

From: Denise Russell (denrusse) [denrusse@cisco.com]

Sent: Monday, April 19, 2004 4:31 PM

To: Director - FASB

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

Importance: High

Dear Chairman Robert H. Herz.

I am writing to you because I am concerned about the Financial Accounting Standards Board releasing a draft plan stating that they intend to treat stock options as an expense. I am an employee of Cisco Systems Inc and I really believe that stock options are a great tool to drive employee productivity. I am much more motivated when I have a stake in the company that I am working for, and I am much more loyal to that company. I worked for my last company that gave out stock options for 17 1/2 years and one of the main reasons that made me want to stay was the stock options. I was able to buy houses, go on vacations and do things that I would have not been able to do because of the stock options and it made me work a lot harder for that company because of it. Sometimes I couldn't do those things because the stock options weren't worth a lot, but I still worked hard because the stock market can' always be up. U.S. companies really need to keep the ability to give out stock options in order to compete with other companies on a global basis!

Letter of Comment No: 1/2

File Reference: 1102-100

Sincerely,

Denise Russell

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