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From:

Daniel Warner [dawarner@cisco.com]
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Sent: Tuesday, April 2
To: Director - FASB

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

Chairman Robert H. Herz,

Mr. Chairman, I am sending you this email regarding Employee Stock Options. I want to impress upon you the value I see in them and how they have and do affect my decision to work for Cisco Systems. Given the option to work for a company willing to giving out stock options versus one that does not, I would choose the company with options. I prefer to work for a company that I have a vested interest in versus one where all I get is a paycheck. The goal, the harder I work, the better the potential gain.

Throughout my career, when transitioning between companies, I have always looked for companies willing to offer stock options. Options have been an incentive and improved my financial standing over the years. Most, if not all of my pccrs looking to transition also look at a companies ability to provide employee stock options and the amount they provide on a regular basis. In the tech industry, this is a very important incentive for luring the best and the brightest to a company. Having the best is a critical ingredient in the success of any tech related business if not any business.

I would hope that if you do follow through with expensing options, that the value required to be placed on them is within reason and not some ridicules number that will end up hurting US companies ability to recruit top talent. Thanks you for your consideration.

Regards,

Dan Warner Cisco Systems, Inc. 512.378.6083