Letter of Comment No: 1964

File Reference: 1102-100

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From; Michael Wiseman [mwiseman@cisco.com]

Sent: Sunday, April 25, 2004 2:19 PM

To: Director - FASB

Subject: File Reference No. 1102-100

Chairman Robert H. Herz.

I am writing to urge FASB not to expense stock options.

Five years ago I became frustrated with my previous employer due to the fact that the company's direction, culture, and business strategies did not match my personal goals. At my level, I was incetivised as a Sales Executive without the allowance of earning stock options or other ownership within the company. After seven years of investing my time and energy into the company, I had very little to show for it. As a result, I made the decision to change companies and seek employment with an organization that mapped to my present and future goals, with a culture based on motivating their employees to perform at their best. My search ended when I accepted a position with Cisco Systems, Inc.

Having never earned stock options, I have based my goals on how I can perform at my best, each year, to earn more and more stock options. Stock options have motivated me to be a better planner for the future of my family, and helped to invest in the college education of my children. As a shareholder, I have found stock options to be an excellent tool to motivate and attract the best employees in the industry.

I understand that the FASB plan for stock options suggests changes in the ways companies utilize stock options today. My concerns are that the high valuation for stock options would eliminate their use as a tool to attract and retain the best employees.

As a U.S. citizen, I also recognize that U.S. companies need stock options to compete with other countries on a global basis (i.e. Chinese companies use stock options and they do not treat them as an expense). I am also concerned with the impact that expensing stock options could have on American high tech leadership. In these times of economic uncertainty, why are we penalizing U.S. based companies for innovation and job creation?

In summary, I am urging FASB not to expense stock options. Moving forward on this plan is counterproductive, impacts my livelihood and the future of my children.

Sincerely.

Michael Wiseman Major Account Manager

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