

Len Tatore

From: David Zember [dzember@cisco.com]
Sent: Thursday, April 22, 2004 10:28 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Expensing Stock Options - File Reference No. 1102-100

Letter of Comment No: 1460
File Reference: 1102-100

Dear Chairman Robert H. Herz,

My name is David Zember. I am an Employee of Cisco System. I would like to voice my opposition to the current plan by FASB to treat stock options as an expense.

I believe stock options provide an effective way for corporations to recognize high-tech employees in a way that rewards them for high performance and innovation. I believe the current plan will jeopardize many stock option plans that benefit thousands of individual contributors, like me.

To be brief, I hope that FASB will not do harm to the leadership position we now hold in technology throughout the world. Forcing corporations to expense options will do harm.

Thank you for hearing my concerns and best wishes.

David Zember, CCIE #7307
SE - Georgia Named

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