

**Len Tatore****Letter of Comment No: 1575**  
**File Reference: 1102-100**

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**From:** Len Gousetis (lgouseti) [lgouseti@cisco.com]  
**Sent:** Friday, April 23, 2004 2:11 AM  
**To:** Director - FASB  
**Cc:** savestockoption@cisco.com  
**Subject:** File Reference No. 1102-100

Honorable Chairman Herz:

It is come to my attention (and many other employees in the high tech industry) that the FASB is intending to treat stock options as an expense. Needless to say in today's economic times, having American high tech leadership and ingenuity is something that many of us are very proud of. Elimination of options will certainly diminish productivity in multiple industries and the ability to maintain the global leadership America has dominated for years.

On a very personal note, without the ability to participate in stock option plans, my 3 children would have not been able to attend college and given the opportunity for higher education. The alternative would have been for them to either not go at all, or incur student loan debt. I am very proud of the fact that all of them graduated and doing quite well. Without the stock incentives, this would have not been possible. More importantly it also gave me a wonderful sense of contribution, since company goals and vision is what drove many of us to succeed and produce at the level we were capable of.

Is the board considering the financial impact this will also have for added security for retirement.? Many of us hopeful to retire in 20 years will be faced with a social security system that may not be in tact and don't want to be a burden to our government or others. The ability for us to secure our financial future is something many of us have worked very hard to accomplish. All we ask is that our dreams and goals not be taken away.

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