

ikon

Letter of Comment No: 1561
File Reference: 1102-100

From: Curtis Palmer (cupalmer) [cupalmer@cisco.com]
Sent: Thursday, April 22, 2004 9:22 AM
To: Director - FASB
Subject: please do not expense stock options!

Dear Chairman Robert H. Herz,

In regards to File Reference No. 1102-100, I would hope that the process of expensing our stock options will not happen. There are several metrics how my stock options directly impact me and my family.

- Employee ownership is part of our Cisco culture.
- Stock options for me is the single most influential motivator to be the best worker I can be.
- I see "light at the end of the tunnel" with stock options in relation to how hard I work and productive I am.
- I am depending on stock options for my retirement.
- Stock options are given out on a performance basis.
- Stocks align my interest move evenly with our share holders.

Please rethink the policy of expensing options, as it is in the best interest of no one.

Regards,
Curtis Palmer
Cisco Systems, Inc.