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From: Raymond Ly [rly@cisco.com]
Sent: Thursday, June 10, 2004 6:50 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

My parents grew up in the middle of World War II. I was born in the middle of a Vietnam war and grew up under the iron fist of communism. I could not attend college for 2 reasons: 1. I'm a Chinese. 2. My father worked for American government in Vietnam before the fall of Saigon. We gave up the house and memories to buy a one-way ticket to the land of dream in 1990. I came to this country with US \$5 and a dream. To pursue my dream, I started as a shipping clerk with a wage of \$5.02 per hour and attended ESL (English as Second Language) classes after work until 10 PM. I graduated college with a big load of student loans. It's been a long journey with lot of sacrifice, but my dream comes near true.

I have worked for many companies in my career, but not one company has measured up to the compensation package awarded by Cisco. I was rewarded during my career, but Cisco has a measuring system which truly allows an individual to distinguish themselves from their colleagues. If you work hard here, the rewards do indeed come. That is why it is so distressing to hear that one of the main rewards I have worked my entire career to get, Stock Options, will be taken away by your organization.

Because Cisco recognizes my skills, and rewards them well, I feel I'm cheating the company if I don't give 200% back to Cisco. I work very hard. We work hard to control costs, and keep the quality of Cisco products high, so that customers enjoy our product, and will continue to buy from us. As a reward for this dedication, Cisco provides me stock options, which will pay off only if the stock price rises, which means I'm rewarded, and our shareholders are rewarded. Why is this a bad thing?

Don't give in to political pressure. Don't kill the high tech industry in the US, based on a stock market collapse where many were hurt. Don't punish good companies like Cisco, for the transgressions of bad companies such as Enron. Don't go down in history as the person who decided to expense options which had an unbelievable effect on the US economy.

Go after the right people, and stop hurting the little guy. I stand to make a few hundred thousand if things go right, so why punish me, and not punish CEO's and other executives who are truly greedy. I'm not a rich man, and as the son of a family which has been a victim of the wars, I have the chance to achieve something my parents can only dream of, financial security.

Regards

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