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From: Marie Zambuto [mzambuto@cisco.com]
Sent: Sunday, April 25, 2004 7:13 AM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Stock Options

Letter of Comment No: 189 f
File Reference: 1102-100

Dear Chairman Robert H. Herz,

I have been in the high tech industry since 1983. I am almost 43 years old and the mother of one child age 6+ with another on the way. Many of the companies that I have worked for over the last 21 years have been either acquired, dissolved, or merged with other firms. I have been with Cisco Systems for almost 8 years through an acquisition. That acquisition changed my families life and life style significantly.

My husband who is 1.5 years away from being eligible to join AARP has been in this high tech industry since the 70's. Many of the companies he has ever worked for has also been subject to either merger, acquisition, or been dissolved. He has been acquired twice in his career which also had a positive affect on our families life and life style.

Although we are somewhat unique in that we have two members of one family working for a combined almost 50 years in the same high tech industry, we are not unique in our needs in planning for retirement.

Stock options represent to us our only means of saving for retirement since only one or two of the companies ever offered any retirement plans other than 401K. Many of the dissolved and acquired companies have somehow to avoid maintaining the retirement plans originally offered.

Our industry is an odd one that requires that employees rely on these options as our nest eggs. It is late in life for us to look around to find companies who offer retirement plans (since most in high tech do not). We would have to be retrained and even with that would likely not see any benefit from doing this due to age and year of service requirements for these types of plans.

Your plan will truly hurt the older high tech worker. Please hear the plea of those working people in their 40s in the high tech industry. DO NOT allow stock options to be treated as an expense. They are already recorded upon exercise. If you continue down this path of requiring options to be treated as an expense, you will force many companies to stop offering these options.

We have been fortunate to have taken many of our options and put them into other investments which in turn drives the economy further. Please do not shoot the golden goose of stock options for those of us who truly are looking ahead to their retirements and to gaining the values we need to make that retirement not solely reliant on the federal government's social security plan.

Thank you for listening and for hearing our cause.

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