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From: Martha E. Herrera [maherrer@cisco.com]
Sent: Thursday, June 10, 2004 7:04 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100

Letter of Comment No: 4217
File Reference: 1102-100

Dear Chairman Robert H. Herz:

I urge the FASB not to expense stock options as your recent released plan proposes. Doing so would harm my kids, myself, my family, my co-workers, my friends, my company, my state, and my country economically.

As a single parent of two young daughters, living in California's Bay Area, I can tell you that even for a professional with a decent salary it is very difficult to make ends meet. I work for a wonderful company, Cisco Systems, which treats all employees as company owners by offering stock options as incentives for delivering excellence in our job responsibilities. Feeling the ownership in a company allows companies to flourish, because we employees put the extra effort in excelling, innovating and delivering quality. This benefits the company, the state and the USA economy. It also benefits my daughters and me.

Currently my stock options hold very little value, but having them keeps a dream alive of being able to send my daughters to college, of owning a home, and ultimately being able to retire in comfort one day. Expensing stock options will disable my employer from offering me stock options, and hence destroys my hopes and dreams.

The USA very much needs stock options to compete with other countries on a global basis, since there are other countries that will continue offering employee stock options. I'm very worried about our countries economy. Please don't put an extra burden and harm our economy any further. Please help me, my kids, my family, my coworkers, my friends, my company, my state, and my country in keeping the American dream alive! Ridding of broad-based employee stock option program would be a disaster.

Sincerely,

Martha E. Herrera

6/11/2004