

Stacey Sutay

From: Richard Harvey [richarve@cisco.com]
Sent: Monday, April 19, 2004 4:10 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Chairman Robert H. Herz Financial Accounting Standards Board (FASB)
Importance: High

Dear Chairman Herz,

I am currently in Germany visiting customers when I read that the Financial Accounting Standards Board (FASB) was planning to treat stock options as an expense. Mr. Herz let me try to persuade you with a personal story how stock options raise the quality of my personal and professional life. I was raised in Brooklyn, New York, rough neighborhood, my father died two months after I was born and my mother being a strong Irish Catholic woman never re-married and took on a second job for several years. I was raised on the streets of Brooklyn, doing things that I would not like to remember, I went into the USNavy for fours years active duty and two years reserve duty during the late 1970's into the early 1980's. I married while in the Navy and after being Honorably discharged I packed my bags and went to New York with my wife and started to work in the computer industry where I climbed the ladder over the years and my salary climbed as well but not to the point where my wife and I could afford a home, I was transferred to California in the early 1990's where once again my quality of life was not up to the quality of average folks. This Bank transferred me to San Francisco where I worked in Network operations, once again not reaching that plateau where I could living in my own home. Well I joined Cisco Systems in the late 1990's and suddenly the quality of my life has dramatically changed. By working for Cisco and being empowered to perform your job and working as a team well I was fortunate to receive 5 splits at Cisco where now I am living in my second home, both of my children are in University totally being paid for my me and no student loans or grants were ever considered. So by working for a company like Cisco that gives you the incentive to perform and reward there employees by granting stock options I wish you could feel in my heart and sole the FEELING of your net value increase over a short period of time.

It would be a disaster to change this law, please consider the side effects that could occur as governments and corporations try to muscle there way into each others spread sheets, it is the average employee that suffers,

Thank-You for your time and consideration,

Richard Harvey

Richard Harvey

Manager, Technical Marketing
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