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From: Sandy Preizler [spreizle@cisco.com]
Sent: Friday, April 23, 2004 12:18 PM
To: Director - FASB
Subject: FASB File Ref # 1102-100

Chairman Robert H. Herz:

I implore you to reconsider the importance of stock options as it pertains to employee ownership. Our nation needs this important compensation methodology to compete in the global marketplace. Chinese companies are quick to follow this successful model and are not expensing options. Expensing options could have a dramatic affect on our high tech leadership and ability to innovate. It may ultimately affect our ability to create more jobs in the future

Clearly a few bad apples have spoiled the bunch. Let us not wholly discard a concept that has worked successfully to build globally competitive organizations such as the one we have built here at Cisco Systems.

Thank you for your consideration in this matter.

Regards,

Sandy Preizler



CISCO SYSTEMS

Sandy Preizler

Operations Director, Northeast Channels

Cisco Systems
One Penn Plaza, 5th Floor
New York, NY 10119
Phone: 212-714-4234
Mobile: 914-715-9045
email: sandyp@cisco.com
