## Len Tatore

From: Robin Gonsalves [rgonsalv@cisco.com] Sent: Wednesday, April 21, 2004 3:50 PM

To: Director - FASB

Cc: savestockoptions@cicso.com Subject: File Reference No. 1102-100

Dear Chairman Robert H. Herz,

The Financial Accounting

Letter of Comment No: 1414

File Reference: 1102-100

Standards Board (FASB) decision to expense stock options will be detrimental to the hi-tech industry. More jobs will be exported to Asia and will remove any edge US companies have to compete globally. Our industry faces stiff competition from Asian companies from China, India & Tiawan. While competition is good, Chinese, Indian & Tiawanees companies do not need to expense options and their legal system lacks the required checks and balances to monitor intellectual properties right violation within the high tech-industry, thus, making it very difficult (and us fair) for US companies to compete with Chines, Indian & Tiawances companies. I live and work in the San Jose, Ca and stock options have enabled me and my family to survive in the last four years during this down turn in our economy.

Expensing stock options could have a dramatic impact the US high tech leadership, innovation and job creation. In today's economic environment, the number one rule should be 'first, do no harm'.

Thank you, Robin Gonsalves Project Manager Cisco Systems, 170 W Tasman Drive San Jose, Ca 95134 Tel: 408 527 1355