

Stacey Sutay

From: Hal Long (hlong) [hlong@cisco.com]
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To: Director - FASB
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Greetings Chairman Robert H. Herz

I am an Engineer at Cisco Systems Corp. in San Jose, CA. Cisco is the first company I have worked for that included stock options as part of the compensation for their employees. This program has enabled me to pay off my mothers mortgage, enabling both of us to enjoy an increased sense of financial security. I don't believe this would have been possible without this Options program, at least not without increased risk to my own financial security. The result of this is an employee that feels both rewarded and grateful, and will exhibit a greater degree of loyalty to the company.

I understand the stated objective of this change in accounting rules is to more accurately reflect the cost of these options programs on the fiscal bottom line of the companies that offer them. I would urge the board to reflect very carefully on how these new rules may unintentionally cause businesses to change their practices. Without the prospect of lucrative options, many employees will have much less of an incentive to put in long hours.

Thx,

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