

**Stacey Sutay**

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**From:** Noreen Shook [nshook@cisco.com]  
**Sent:** Monday, April 19, 2004 5:16 PM  
**To:** Director - FASB  
**Cc:** savestockoptions@cisco.com  
**Subject:** Save Stock Options

Dear FASB,

Please please please do not make stock options an expense.

Without the stock options my company Cisco System offered me I would not have been able to make myself financially secure, financially help my extended family members, or support non profit organizations locally or around the world.

I was the first and only one in my family to graduate college.

With the extra money stock options have given me I have been able to buy my own home, rental property, and set up a retirement plan for myself. I have been able to pay for braces for my niece and nephew, help another nephew and his wife buy their first home, and help another nephew go back to school so he can have a better job so he can support his wife and 3 children.

I have also been able to give back to my community and non profit organizations with financial donations to those organizations. To help these organizations I believe can make the world a better place for all humans on this earth.

So you see stock options, in this case, do not just motivate me to work harder for my company it also motivates me to work harder so I can have the life I only dreamed of and to share these blessing with others. Without the extra cash these stock options have given me I know I would not have had the opportunity to do the things I have or feel so financially secure.

Just as the GI bill helped all those who fought in WWII stock options can help the next generation in making their dreams come true if they work hard and help their company succeed they too will succeed too.

It is the new American dream of the 21st century to be part owner of the company you work for and having the opportunity of reaping from that success because of yours, your coworker, and the company's hard work.

Stock Option programs are a great win-win program not just for the employee but for the US economy as well.

Please do not expense them and make it hard or impossible for company's to offer them to all employees. Please do not send us back to the 50's 60's, and 70's, where you had a division line of white and blue collar workers and only company profits were shared with the few corporate executives. Lets keep entrepreneurship in the workplace and make it profitable for all.

Noreen Shook  
Cisco System employee for over 10 years.