## ikon

From:

Michael Fitzgerald [micfitzg@cisco.com]

**Sent:** Friday, June 25, 2004 5:06 PM

To: Cc: Director - FASB

Subject:

savestockoptions@cisco.com

Stock Options: File Reference No. 1102-100

Letter of Comment No: 5392 File Reference: 1102-100



InterScan\_SafeSta mp.txt (296 B...

To: Chairman Robert H. Herz

File Reference No. 1102-100

Dear Chairman Herz,

I am an employee of Cisco Systems, in their field sales organization. I am writing to urge your team NOT to expense stock options.

Having stock options in Cisco and prior to that 3Com Corporation and Arrow Point Communication has driven me to do my best for my employer, their shareholders and myself. It drives my business and how I interact with my customers.

Holding stock options provides employees with more then financial gain, it gives us a sense of pride which drives integrity and self-worth. These personal aspects are more valuable then the money.

We all work for different reasons. For me it is a matter of pride in knowing that I work for one of the best companies in the global economy. Knowing that I own and piece of that company makes me feel fulfilled in ways that are hard to put into words but simply put "I can make a paycheck anywhere, I choose to work at Cisco because they invest in their employees and we invest in them."

Thank you for your time,

Michael Fitzgerald