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From: John Tang [jtang@cisco.com]
Sent: Tuesday, April 20, 2004 7:19 PM
To: Director - FASB
Subject: File Reference No. 1102-100 - The Issue of Expensing Stock Options



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Dear Chairman Robert H. Herz,

I am a second generation Asian American and am currently working at Cisco Systems in San Jose, California. I am writing this email to you so that you may see how one US citizen and countless thousands others will be affected if stock options were to be expensed.

My parents came to America seeking the "American Dream" and in many ways I have come to experience this myself. After graduating from college, I was fortunate to be hired by Cisco Systems and have been able to buy my first car, contribute to many non-profit organizations and charities and within the past year, I've purchased my first home. I am also looking forward to getting married and having a family in the future. This has all been possible because of stock options and many of my friends and colleagues can tell you similar stories. As an employee here at Cisco Systems, I've seen how ownership via stock options have driven innovation and has made every employee think "How can I better my company with my skills and talent?" because truth is, if we all do our best, then Cisco as a company does well, and we are all are benefited through stock options by our work. This is a very powerful motivation and many of the technological innovations that America is a leader in can be directly attributed to the engineers and working class people who make these innovations as they seek their "American Dream".

It seems to me that this whole stock option expensing hoopla was raised because of the errors and the greed of executives at corporations like Enron, Worldcom and Tyco. Please do not let the irresponsibility of the Kenneth Lays, Scott Sullivans, and the Dennis Kowlozski's of the world hurt the rank and file employee. If stock options were expensed, it is not the executives or vice presidents who gets hurt, as they'll more than likely continue to receive large sums of stock options, but the people who actually do the work and innovation, the engineers, the project managers, and the rank and file employees of corporate America. I do not want to see this whole stock option expensing issue parodied in the next Dilbert comic strip because this is no laughing matter and will affect too many lives.

In this period of American history when questions as to America's productivity and technological leadership has come into question, we should look to ways to separate us from the pack. Let's not make the grievous mistake to take a step backwards by expensing stock options, when we should be taking a step forward. Expensing stock options would only hurt employees like me and make the "American Dream" that much more distant.

John Tang
A voting and active US Citizen