

**Len Tatore**

---

**Letter of Comment No: 1368**  
**File Reference: 1102-100**

**From:** Herb Sayre [hsayre@cisco.com]  
**Sent:** Wednesday, April 21, 2004 4:39 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100, addressed to "Chairman Robert H. Herz"



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

Dear Chairman Robert H. Herz,

I'm writing to express my concerns on the issue of expensing stock options. Stock options have greatly improved my life. I was able to sell some stock options to purchase my first home and have my last baby boy. I'm also planning to sell some of my options to pay for my oldest son college starting next year. Stock options have been a great benefit and makes me feel like I have ownership in the company. This really motivates me to work hard. I truly take pride in working for Cisco. Losing stock options would be a huge hit to me and my families financial goals.

I'm also concerned that expensing stock options could have a dramatic impact on American jobs. It would be difficult to compete with forgiven companies that provide stock options.

Thank you for your time.

Herb Sayre  
Software Engineer  
Enterprise Voice Video Business Unit  
Cisco Systems, Inc.  
Phone: (972)813-4987