

**Len Tatore**

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**From:** Jason Surprenant [jsurpren@cisco.com]  
**Sent:** Wednesday, April 21, 2004 4:16 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100 Expensing of Employee Stock Options

Dear Chairman Robert H. Herz,

It is both disappointing and concerning to hear that the current draft plan regarding employee stock options is to require the expensing of stock options with a high valuation. The reason I find this so disappointing is because I wanted to work for a company that can truly recognize me and compensate me in a way that is reflected in the collective effort of all employees over a long period of time. 4 years ago I decided to come to work for a company that offered such a situation. I've worked in other companies that did not provide broad based employee stock options and the culture was very different than the one I work in currently. I feel the day to day efforts that I provide will someday reap some financial benefits through employee stock options. I am NOT a VP, Director or Manager I am an average employee that makes average pay. Given the rare opportunity to receive stock option grants on a consistent basis has the potential of providing a better life and possibly earlier retirement for me my wife and kids. These opportunities are one of the things that make the United States and it's business industry so great. I hope you can consider an alternative method to valuating stock options to meet your requirements as well as allowing my employer to continue to provide broad based stock options to the majority of the middle class employees like myself.

**Jason Surprenant**  
Consulting Systems Engineer - Telephony  
Cisco Systems

Voice: (952) 967-8557  
Fax: (952) 967-8311  
E-mail: jsurpren@cisco.com