

Len Tatore

From: Arnaud Teil [atcil@cisco.com]
Sent: Wednesday, April 21, 2004 6:52 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 1343
File Reference: 1102-100

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Dear Chairman Robert H. Herz

I am writing to you in regards of the latest Financial Accounting Standards Board's plan to treat stock options as an expense. The proposed valuation could eventually take this away from thousands of workers like me and have a direct impact on our financial future.

I believe we are at a critical point worldwide in terms of economics parameters. As the world economy is changing, innovation will be a key competitive advantage to the US economy and other countries.

Expensing options the way it is being proposed, would inevitably affect many companies across the United States, and down the line their employees. Besides the effect on innovation & employee ownership, this could have a direct impact on state/federal revenues. With stock options, employees end up paying income/capital gain taxes they would not have paid otherwise. Most importantly, it is a highly motivating factor in my daily work: I hold part of the company's success in my hands as well as my family's financial future. I am able to make financial plans that I could not even think of without stock options: but make no mistake: this wealth is being re-distributed and in the end contributes to the country's success and leadership position.

I came to this country 8 years ago for many reasons and entrepreneurship/innovation was one of them. The ability of this country to generate knowledge and wealth comes from the fact that corporations are willing to share success with their employees.

Please re-consider this decision,
Sincerely,

Arnaud Teil

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