

Stacey Sutay

From: Jeannine Ouellette (Jeouelle) [jeouelle@cisco.com]
Sent: Monday, April 19, 2004 6:55 PM
To: Director - FASB
Subject: My Dad was a CPA....

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.....and I was hired for a summer to update all of his massive FASB books. Looking back 20 years ago, I see so many positive impacts of technology and how it has impacted productivity. I have also been positively impacted as an employee of an American corporation, Cisco Systems, which does not reserve stock options only for the inner circle but rather recognizes the fact that each individual makes a contribution to the benefit of all and therefore should be given options as well. This is a significant foundation of our culture of teamwork, empowerment and open communication. I can't believe that we are even considering expensing stock options-we are now competing on a global basis-we need every advantage to recruit the best and the brightest. Why would you want to ruin a great, innovative benefit that does not even meet the definition of an expense because it does not use company assets?

Please don't ruin a culture of democracy that all American companies should be adopting!

Kind Regards,
Jeannine Ouellette