

**From:** Laura Nishina [lnishina@cisco.com]  
**Sent:** Tuesday, April 20, 2004 4:12 PM  
**To:** Director - FASB  
**Cc:** savestockoptions@cisco.com  
**Subject:** File Reference No. 1102-100, addressed to Chairman Robert H. Herz

Chairman Robert H. Herz,

Based on the recent Financial Accounting Standards Board (FASB) draft plan stating that they intend to treat stock options as an expense, I am writing you to let you know how concerned I am about the impact this will have on business and more personally, on my family.

Having lived in Silicon Valley and worked in the high-tech industry for well over a decade, I can see the huge impact that stock options have on my personal work motivation and finances.

With the stock options, I (as an employee of a stock option providing company) actually feel like I'm part of the company and having stock options is a huge motivator towards productivity and company loyalty.

I truly believe that employees are willing to work harder and more efficiently because we believe we're all part of the same team and it gives the workplace a feel of a large family working towards the same goal. Take away the options and you will take away that feeling of "all-for-one" I believe it will be a huge negative impact on American business productivity and employee motivation.

Personally speaking, having stock options helps me to feel more comfortable about my future. My husband and I both currently own stock options and it gives us tremendous comfort and hope for the future knowing that we will most likely be financially secure as we move into our retirement years. It allows us to really focus on working hard in the present and truly enjoy our lives here in Silicon Valley.

Without the stock options, we would most likely have to move to a cheaper area and find jobs in the non-tech industry. There's just no way that we could afford to own a home, live and work in the hi-tech area (AND save for our future) without the stock options to fall back on. Without the stock options, I'm sure that thousands of others would be in the same plight the high-tech industry, and lots of American businesses would be decimated.

Please consider the impact that this change would have on the American corporate leadership and economy and STOP THIS ACTION before harm is done

Regards,  
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