

Stacey Sutay

From: Ashok Khuntia (akhuntia) [akhuntia@cisco.com]
Sent: Monday, April 19, 2004 6:14 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Request NOT to expense Stock Options

Chairman Robert H. Herz,

Reference No. 1102-100

My name is Ashok Khuntia and I work for Cisco Systems as a software engineer. I request you not to expense stock options as it has been proposed. Stock options is a powerful motivator for employees like me and I understand, with your ruling to expense stock options, Companies won't be able to give stock options to all the employees. What this ruling will do is deprive the hard working middle class Americans to enjoy the benefits of stock options. The higher management will continue to get stock options as before. In my humble opinion, this is the worst of times to consider such a move. This ruling will encourage companies to move jobs to India and China and it will ultimately hurt the American Economy.

So I request to kindly reconsider this decision.

Regards,
Ashok Khuntia