

Stacey Sutay

From: Lee Oberg [leeoberg@cisco.com]
Sent: Monday, April 19, 2004 8:23 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100

Chairman Robert H. Herz
Regarding: File Reference No. 1102-100
Dear Sir,

I urge you to save stock options. Please do not punish the vast majority who benefit legitimately, for the actions of a few bad apples. Please do not cripple further, employee ownership, which has been the economic engine of the past few decades and certainly will be instrumental for the future if left intact. Employee ownership is the power that has brought us out of the dark ages. Like many in my business, I am an over achiever and this is in no small part due to the motivation of owning a piece of the business. In countless meetings at work, whatever topic is being discussed is brought to quick and sane decisions, by considering how, as stock holders, we view the issue.

Stock options do not use company assets and therefore can not be legitimately considered expenses. All accounting is already legitimately performed when it matters, when the options are exercised.

Hundreds of employees and their families that I've known for over thirty years in the "High Tech" sector have looked on stock options as a primary savings and investment plans. Hundreds I know would not have been able to purchase their first homes or put children through college. I only recently put a down payment on my first home thanks to my company stocks.

Requiring my employer to expense of a broad based stock option plan will certainly cripple my future. And I know I am not unique in this regard, throughout the industry. And this, I believe is much broader. We need the competitive edge that employee ownership provides. America has already surrendered leadership of too many industries. Let's please keep fueling, at least the state-of-the-art innovative companies that will be so important in world leadership this century.

Thank you for your help on this extremely important issue.

What works best for the most?

Prove it, then improve it.

Cisco IP Communication & Collaboration

office: 408.525.7648

mobile: 408.621.3470

Lee Oberg, Program Manager
