Letter of Comment No: 366

## **Stacey Sutay**

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From: Abimbola Apara [aapara@cisco.com]
Sent: Monday, April 19, 2004 8:35 PM

To: Director - FASB

Cc: savestockoptions@cisco.com; Abimbola Apara

Subject: Stock Option Expensing

Importance: High

## **Stock Option Expensing**

I would like to let you know that you will be affecting Individual Contributors like myself if you go ahead and start stock options expensing.

The unrealistic value which this will place on the company's bottom line will result in eliminating stock options as an incentive and method of compensation, and have a financial impact on me. Since my 31/2 years at Cisco, Cisco Stock price has gone up and down, but without the stock options I have received I will not be a home owner today, be able to help my extended family through financial difficulties because of the Economic downturn, and also have great pride that because of my contribution to Cisco our stocks are more stable than other companies and the hard work and sleepless night and weekends are appreciated and compensated for by the company.

Also think of the motivation that this will serve for those who are thinking of entering the High Tech fields in the Colleges, with outsourcing already a big concern, removing this incentive will further drive our brightest away from High Tech into other fields and where will this leave America's future leadership position in Technology.

This our my own words and my heartfelt concerns about stock options expensing. I hope these comments will be taken into consideration in your final decision.

Thanks

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