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From: c.j.hill [cjhill@cisco.com]
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To: Director - FASB
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To: Chairman Robert H. Herz:

PLEASE do not require US Corporations to expense stock options. This requirement would definitely impact employees, especially technology companies, who have been the hardest hit by the ongoing economic downturn. I believe the corporations who support the stock option expensing are for the most part, companies who have not been generous with stock options and therefore will experience no pain in helping the initiative pass.

The employees of Cisco are proud to be company owners; it drives many of our actions like increasing productivity per employee. We do this because it directly impacts our own personal bottom line as well as Cisco's. If we can help raise Cisco's share price, then we all win! Taking this away means Cisco employees will no longer have the personal motivations we do today that make us one of the top US companies to work for.

In the good economic years, we were all counting on our stock options to help finance our life's major decisions whether that be buying a new car, buying a home or helping to fund our retirement. California is already a very expensive place to live and without the aid of stock options, many more people will plan to leave the state because they can't afford to live here any longer.

- In the year 2000 alone, I was able to buy a new car, finance my wedding and honeymoon, and sell my house to upgrade to a larger one. Without stock options, I would have had to increase debt for the wedding, honeymoon and car, and wouldn't have qualified for the house I now live in.
- The stock value is currently much less than 2000, but I am still hoping for a turnaround so I can pay off my house at retirement time and afford to stay there for the rest of my independent life. (I am currently 57 years old).

I personally am befuddled as to why FASB wants to get involved in this issue.

- Stock options are already accounted for and taxed when exercised, which may be several years after the option is granted. PLEASE LET THAT SUFFICE!
- It is imperative that US companies remain competitive in our global marketplace. We are already losing jobs to other parts of the world; expensing options will be another driver to forcing companies to outsource to other parts of the world. My husband has worked in manufacturing management his whole career. He was laid off over a year ago and has been able to work only as a contractor since then because the manufacturing sector has been the hardest hit in the job area (and the jobs may never return). This means our family relies on me and my stock options to help us live a decent lifestyle. PLEASE DON'T TAKE THAT AWAY!

Thank you. I hope you make a final decision in favor of employees and the best companies in the world who include their employees as owners, which in turn spurs creativity, innovation, pride and productivity...and spurs the US economy. Who can say that isn't badly needed?!?!

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