## Stacey Sutay

From: Johnson Boru (jboru) [jboru@cisco.com]

Sent: Monday, April 19, 2004 7:26 PM

To: Director - FASB

Cc: savestockoptions(mailer list)

Subject: File Reference No. 1102-100, addressed to "Chairman Robert H. Herz,"

Importance: High



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Respected Chairman Herz,

After understanding the ramifications of the expensing stock options, I wanted to personally write a note requesting you not to make a policy/law to expense stock options.

Letter of Comment No: 4か7 . File Reference: 1102-100

From my little world, I would like to share what the impact would be on my professional and personal life and on three other dependents who depend on me:

## Impact on my professional life:

- will lose the sense of ownership of the company that I have today
- will have to rely completely on salary (as you know, there have been salary hike freezes across USA)
- will not have that "skin in the game" feeling that I have today in our company's successes and new endeavors
- will become a "mere" employee of the company and can be branded as "time card puncher"
- will lose the purpose of keeping that "keen eye" on the cost reduction

## Impact on my personal life:

- By selling the proceeds from my stock options. I was able to purchase my first home
- I still rely on my stock options to pay my property taxes every year
- Stock options are one of the key factors that keep me motivated to raise my performance to the next level
- My kids college fund will definitely be in jeopardy

I sincerely urge to you consider all the above factors as stock options are helping and making our lives definitely better every day especially in the global economy where we have fierce competition in terms of humban talent pool.

I strongly believe that all my colleagues at Cisco Systems, Inc feel the same way.

## Sincerely.

Johnson C. Boru

Sales IT PM, Americas International Theater

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