

**ikon**

**Letter of Comment No: 2079**  
**File Reference: 1102-100**

---

**From:** Anton Ton [antton@cisco.com]  
**Sent:** Wednesday, April 28, 2004 6:44 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100: Opposing expense stock option

Dear Chairman Robert H. Herz,

I'm currently an employee at Cisco Systems & I would like to express to you my concern regarding expensing stock options. In my opinion stock options is a great incentive for employees like myself to drive innovation and creativity and share the ownership of a great company. We all work hard simply because of our believe owning something we can all be proud of and having Non-expense stock options is the only way for us to be able to do so. By expensing stock options, you would take away all of our incentives and impact our individual lives tremendously.

In my experience working in the high tech industry over the last 10 years. An average engineer would not be able to afford a home in Silicon Valley without the assistance of stock options. With our base salary that we are currently receiving, there's absolutely no way we could afford anything that substantial. Stock options is our only hope to have a piece of the American dream. We all know that owning a home is an American dream that everyone who works hard to earn a living can appreciate. By your proposal of expensing these stock options which will impact the company's bottom line, I can see all of these options will be taken away from us and thus taking away our American dream.

I was fortunate enough to benefit from the stock options incentive to earn my American dream of owning my own home and I'm among the many Cisco Employees are totally against the idea of expensing stock options. Stock options is also our security life line. Without the stock options given to me personally, I would be living from paycheck to paycheck and have absolutely nothing else to fall back on. Please do not take away what little incentives that we have left.

Thank you and best regards,

Anton Ton

Anton Ton  
Cisco Systems, Inc.  
Mechanical NPI Engineer  
(408) 527-6147



**Cisco Systems**  
**Empowering The Internet Generation**