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**From:** thanh dinh [thadinh@cisco.com]  
**Sent:** Wednesday, April 21, 2004 1:36 PM  
**To:** Director - FASB  
**Cc:** savestockoptions@cisco.com  
**Subject:** File Reference No. 1102-100 - Employee Stock Options

**Letter of Comment No:** 1201  
**File Reference:** 1102-100

**Importance:** High

Dear Chairman Robert H. Herz,

As an American citizen and a Cisco employee, I strongly urge you to reconsider making employee stock options an expense. Stock options has been a great help for our family to afford buying our house and car. Without that extra money, we wouldn't have been able to afford it even with the low interest rates. We would not be able to make ends meet if we just depended on the regular salary alone. There are many reasons why stock options is important to us,

1. It motivates us to work harder because we know we can reap the rewards for our hard work. I literally spend 16-18 hours working everyday because I want to make our company a success.
2. It also is alignment with the shareholder's interests because we work harder to make the company more profitable and in turn gives the shareholders a return on their investments. I'm sure if you're a shareholder that you would hope that the people who work and run a particular company you've invested in that they are honest and hard working people so you would get a good return on your investments.
3. As you know as we move forward to a more open global economy, U.S companies need stock options to compete with foreign countries on a global basis. For example, Chinese companies use stock options and they don't treat them as expense.
4. Expensing stock options will have a dramatic impact on American high tech leadership, innovation and job creation. It will destroy the spirit of entrepreneurship.

Sincerely,

Thanh Dinh