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From: Chris Ericksen [cerickse@cisco.com]
Sent: Wednesday, April 21, 2004 9:17 AM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100 (Stock Options)

Letter of Comment No. 1159
File Reference: 1102-100

Dear Chairman Robert H. Herz,

This email is in regard to File Reference No. 1102-100 that deals with the expensing of stock options. I want to encourage you to continue to give workers of this country the valuable and important opportunity to enrich our lives through the use of stock options. Under the proposed plan by the FASB to expense stock options the majority of the companies would cease their practice of awarding stock options. As an employee of a company that believes in the practice of granting stock options I want you to know how instrumental they are in my daily life. For the common person, options are not a means to buy that new Ferrari or the second house on the beach, but they are a savings account for life events. Stock options give my family and myself a safety net for times that are tough. For example, I was recently relocated from Colorado to Virginia. Cisco did a great job of helping me make the move and the transition, but things are more expensive here. Housing is booming and we ended up paying 100% more for the same living conditions we had in Colorado. Not to mention the fact that our family is growing, we are expecting our second child. Since I had stock options (and please don't assume that I have a lot, nor that they're all "above water") that I could exercise, we were able to put a down the down-payment for our house and have reserved the rest of that money for any emergencies that arise.

Although I can understand the political pressure that the FASB must feel in the wake of dishonesty of executives and of corporations as a whole, I also understand that 99% of the employees of those companies, including executives are honest, hard working individuals who will be adversely affected to solve the problems caused by a very small number of individuals. Although this might look like a good solution, I strongly encourage you to look for other alternatives that still give the individual workers stock incentive for their hard work.

I believe that in America's constant struggle to stay in the forefront of technology and to be a leader in the world market, that without the ability to attract and retain valuable employees we would fall behind. One proven way to attract these employees is to offer them good compensation and to offer them an interest in the company. This interest in the company allows employees to be more than "9 to 5" employees but allows them to have an interest in the success of their company.

There are many financial reasons that are near and dear to your heart, however I implore you to consider the individual and not only the politics.

Please reconsider the decision of the FASB and give the individual employees a chance to keep America a leader.

Thank you,

Chris Ericksen

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