

**Ikon****Letter of Comment No: 1098**  
**File Reference: 1102-100**

---

**From:** Todd Stabno (tstabno) [tstabno@cisco.com]  
**Sent:** Wednesday, April 21, 2004 9:55 AM  
**To:** Director - FASB  
**Cc:** savestockoptions@cisco.com  
**Subject:** Save Stock Options

Attn: Chairman Robert H. Herz,

Please refer to File Reference No. 1102-100. It is important for me to give my opinion regarding the issue of treating stock options as an expense. It is my understanding that treating stock options as an expense will cause many companies to eliminate broad-based employees stock option plans. In other words, the common worker will not receive these important employee benefits.

Here is why they are important to me

1. Stock options are an important part of my retirement planning. I cannot rely on Social Security and the approximate \$12,000 a year that is contributed to my 401K will not be enough money for retirement.
2. A portion of my stock plan is to be used for my three children's education.

Here is why they are important to you and the rest of the US Economy:

1. My stock options are taxed at a very high rate. I am positive the United States government is interested in the additional tax contribution.
2. No only do I pay a lot of taxes on stock options, I also spend the money which stimulates the economy.
3. By paying for my children's I do not have to ask for grants and government funds to pay for the education.

Sincerely,

Todd Stabno  
Cisco Channel Account Manager  
7900 International Drive, Suite 400  
Bloomington, MN 55425  
952.967.8555  
tstabno@cisco.com