

ikon

From: Karen Paradise [karenp@cisco.com]
Sent: Tuesday, April 20, 2004 1:38 PM
To: Director - FASB
Subject: re: File Reference No. 1102-100 (Please do not expense stock options)

From:
Karen Paradise
299 Sleeper Avenue
Mountain View, CA 94040

To: Chairman Robert H. Herz

19-April-2004

Subject: File Reference No. 1102-100 (Please do not expense stock options)

Dear Mr. Hertz,

I am writing to ask that you not vote to expense stock options.

I'm an example of one of the "little people" whose life and fortune was turned around thanks to stock options. You see, I was raised by a single mother who was on welfare and was the first member of my immediately family to graduate from college.

I don't have technical skills but I joined a little known company called Cisco Systems, Inc. during the last major recession in 1993 as a customer service representative having just graduated a year earlier with an MBA from The American Graduate School of International Management. I had 6 years of college loans to repay and knew that I would not be able to get any financial assistance from my family.

My initial grant of 100 shares was not huge, nor were any of the subsequent options (since I was a non manager employee) that came in subsequent years. What the options did for me was to help me to get out of debt, help my family financially and to get myself into a position of putting down a down payment on a house in one of the most expensive places on the planet to live. So, you could say that I'm living the American dream.

More importantly, I feel that I have a stake in the future and success of Cisco Systems, Inc. which means that I put in the extra effort to help the company succeed. This is what gives the company its strength and competitive edge against overseas competition.

I ask respectfully that you vote to NOT expense stock options.

Kind regards,

--Karen Paradise