

ikon

From: Jim Spain [jspan@cisco.com]
Sent: Tuesday, April 20, 2004 10:02 AM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Say NO to expensing broad-based stock options

Chairman Robert H. Herz,

Let me take just a moment to say thank you for the work you and the FASB are doing. At the same time, I must earnestly ask that broad based stock options **NOT** be treated as an expense. Stock options are what attracted me to Cisco Systems in the first place. Stock options provide the competitive edge for companies like Cisco to attract and keep the top talent in the industry. In an age when American ingenuity and innovation is constantly being attacked and devalued, we should look toward home first. American companies are looking more often now to an off-shore and out-sourced workforce because of regulations and costs. Expensing stock options will make this more attractive to companies and even more difficult for employees like me. Help Cisco Systems and other American companies continue the tradition and spirit of excellence that is distinctly American and help make this nation strong again.

Thank you for your time and consideration,
Jim Spain

Jim Spain - CCNA
Technical Marketing Engineer
Cisco Systems
7025 Kit Creek Road
RTP, NC 27709
(919) 392-2957 (voice)
(919) 392-2177 (fax)
jspan@cisco.com