ikon

From:

Ali Sajassi [sajassi@cisco.com] Tuesday, April 20, 2004 5:00 PM

To: Director - FASB

Cc:

savestockoptions@cisco.com; ali Sajassi

Letter of Comment No: 687

File Reference: 1102-100

Subject: Expensing stock options - File Reference No. 1102-100

Dear Mr. Chairman Robert H. Herz,

I would like to voice my concern in regard to treating stock options as an expense. Stock option plan has served as a motivation agent for employees to feel that they have an invested ownership and interest in the company that they work for. Thus they are that much more motivated in achieving their companies goals and success since their companies financial success translates into their own financial success.

One of the reason that I joined my company among many offers that I had was because of its stock option plan. By removing the option plan, you will put us at disadvantage relative to countries such as India and China where have such plans. Also, by doing that you take the employees' motivation and drive that have made U.S. corporation so successful.

Therefore, I would very much like to ask you to vote against treating stock options as an expense.

Thank you very much in advance, Ali Sajassi