Len Tatore

From: Sent: To:

John Cameron (johcamer) [johcamer@cisco.com] Wednesday, April 21, 2004 4:19 PM

Director - FASB

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Chairman Robert H. Herz,

One of the major reason I came to work for Cisco Systems was because of it's profit sharing structure. The premise was that if you were educated and worked hard for Cisco you would be able to share in the success of the company.

Stock options for the longest time have been limited to the upper ranks of management in almost all fortune 500 companies. Cisco's method of sharing options with the "little guy" has always been looked at as a step in the right direction when it comes to fair compensation for all workers.

What FASB is intending to do will have greatest impact on the "average" worker at Cisco and companies like it. Much on the incentives to work hard and stay a loyal employee will be stripped away because "real" profit sharing will be removed from the equation.

Please take into consideration the average worker and how this new proposal will impact him or her. Since most pension plans have been removed from many companies compensation programs many lower ranking employees have earmarked options as retirement funds. I personally was doing this as well as a way to pay for my twins education expenses. Also, we currently live in a 1650 sq. feet home and were hoping to use a portion of these option to move to a larger home in the next few years.

Please just consider the entire picture when making a decision on options - many of the issues regarding what this bill will do are just not factual and will have the biggest and most significant negative impact on the little quy.

Thank-you in advance for your consideration.

John D. Cameron

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