Stacey Sutay

From: Sent: Ken Sacca (ksacca) [ksacca@cisco.com]

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To:

Director - FASB: Savestockoptions@cisco.com

Subject:

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Chairman Robert H. Herz.

I started off my career in 1982 helping the Coopers & Lybrand Tax Department utilize Lotus 123. I then utilized my computer skills to help Touche Ross in the field by entering fixed

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assets on a Compaq Portable. Moving on to Manufacturers Hanover, I got a chance to work on 3COM 3Servers for Local Area Networking. Towers Perrin helped me to increase my Novell Netware skills,

and I then became a consultant for Entex Information Services.

I have worked for many companies in my 22 year career, but not one company has measured up to the compensation package awarded by Cisco. I was rewarded during my career, but Cisco has a measuring system which truly allows an individual to distinguish themselves from their colleagues. If you work hard here, the rewards do indeed come. That is why it is so distressing to hear that one of the main rewards I have worked my entire career to get, Stock Options, will be taken away by your organization.

Because Cisco recognizes my skills, and rewards them well, I feel I'm cheating the company if I don't give 200% back to Cisco. I work very hard, and so do the engineers who report to me. We work hard to control costs, and keep the quality of Cisco products high, so that customers

enjoy our product, and will continue to buy from us. As a reward for this dedication, Cisco provides me stock options, which will pay off only if the stock price rises, which means I'm rewarded, and our

shareholders are rewarded. Why is this a bad thing?

Don't give in to political pressure. Don't kill the high tech industry in the US, based on a stock market collapse where many were hurt. Don't punish good companies like Cisco, for the transgressions of bad companies such as Enron. Don't go down in history as the person who decided to expense options which had an unbelievable effect on the US economy. Go after the right people, and stop hurting the little guy. I stand to make a few hundred thousand if things go right, so why punish me, and not punish CEO's and other executives who are truly greedy. I'm not a rich man, and as the son of an Italian housewife and truck driver, I have the chance to achieve something my parents can only dream of, financial security.

Regards

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