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From: David Jackson [drjackso@cisco.com]
Sent: Tuesday, April 20, 2004 11:23 AM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 518
File Reference: 1102-100

Chairman Robert H. Herz

Robert, I am no expert on all the issues of stock options, but I do know, Stock option are good for the Federal government, State government, companies and employees.

From my point of view Stock options are great because when I put in the time and energy to make thing better at Cicso, I can see its effect in the bottom line. From an individual contributor I can see my stock options values grow in value.

Stock option are not just good for Cisco it is part of our culture. It is what keep all individuals doing right action and achieving great goals, it is a big factor that ties the company together at all levels.

Stock options are good for the government because when I cash in my stock option to purchase a house, car or other goods it is taxed. Taxes are taken out before I receive a signal dollar, taxed at around 35% per dollar. I do not have a choice about taxes they will always get paid. I do not mine paying the taxes because the stock options were give to me without any financial risk to me.

With out Stock options the government will not make as much money, I will not make as much money and the Cisco will loose a big part of our culture.

At Cisco and in my personal life I look for Win, Win options. With stock options it is a win all the way around lets not upset the apple cart, Keep Stock Options the way are working now.

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The key for true happiness is to make sure that regardless of where you end up, that you are enjoying the spot where you currently are.

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