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From: Linda Mayer [lmayer@cisco.com]
Sent: Tuesday, April 20, 2004 11:42 AM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I respectfully and strongly ask that you do not to expense stock options, especially at an unrealistically high valuation.

Stock options not only attracted me to Cisco, but continue to be a motivation to excel in my field, not only for the betterment of the Company but as a result, my personal financial success. To see the impact of personal contribution to the bottom line is both compelling and rewarding through options. Stock options are investment in my financial future. I have a son who is quickly approaching attending college. My stock options will fund his education, to a degree which I might not able to contribute without the resource of having stock options. Each employee earns those options through dedication, perseverance and patience. The vesting period does not make this an immediate benefit. It is most definitely earned and deserved after years of dedicated service and performance.

If our company must expense stock options the impact of the artificially high valuation for a stock option required by FASB will eliminate stock options as a tool which has driven innovation and productivity not to mention personal incentive and motivation.

My understanding is that stock options do not meet the definition of an expense because they do not use company assets. Also, the true cost of a stock option is dilution of earnings per share (EPS) and is already accounted for when options are exercised.

On a more economic and global scale, U.S. companies needs stock options to compete with other countries to attract and keep top talent at home.

Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation. We need to continue to use this incentive and attract the top minds to continue to be a forerunner in a very competitive global market. In today's economic environment, the number one rule should be 'first, do no harm'.

Please do not vote to expense stock options.

Thank you,
-Linda Mayer

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