

ikon

Letter of Comment No: 3716
File Reference: 1102-100

From: DeLeon, Marlo [madeleon@cisco.com]
Sent: Thursday, June 10, 2004 2:18 PM
To: Director - FASB
Subject: File Reference No. 1102-100 Chairman Robert H. Herz

Chairman Robert H. Herz,

I ask that you **do not** expense stock options, (especially at an unrealistically high valuation). In an economic environment where raises are not prevalent stock options are the sole motivator for employees. Stock options have been my sole incentive (besides) salary for the past four years. I am extremely motivated to do a good job with my organization in order to receive additional stock options and have pride of ownership as a stockholder in my organization. With the cost of living increasing and raises frozen, the average worker is barely breaking even. Stock options help balance this out and allow the average worker to make ends meet. This decision would negatively impact an already hurting tech industry. A decision to expense stock options will definitely affect my livelihood and my ability to care for my family.

Please consider your impact on the average worker. I appreciate your time and consideration.

Marlo DeLeon
Executive Assistant to:
Rick McConnell, VP and General Manager
Rich-media Communications Business Unit
Cisco Systems, Inc.
170 W. Tasman Drive, Mail Stop SJC21/2/4, San Jose, CA 95134
408-902-3461 direct
408-526-5698 fax
marlo@cisco.com

6/15/2004