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From: Charles King [cking@cisco.com]
Sent: Tuesday, April 20, 2004 10:47 AM
To: Director - FASB
Cc: cking@cisco.com
Subject: Attn: Mr. Robert H. Herz
Importance: High

Mr. Hetz,

This mail message is intended to highlight the value of Stock Option for employees down to the grass roots level and upwards. It is also intended to reverse the mind set of those who plan to legislate the expensing of stock options.

I'm the sole provider for a family of seven (five children one husband and wife). Stock options has provided the following financial impact to my family:

- Savings for college education for the said 5 children
- Purchases of a home and automobile(s)
- Provide assistance to and for aging parents
- Giving to non-profits organizations including public schools that enrich and increase the quality of life for the city residents.

At the same time however, it also provides a level playing field and increased motivation on behalf of the employee:

- Provides fiduciary responsibility for the employee
- Since of ownership
- Increases quality of work and purpose
- Provides a keen since of return on investment and overall frugality

**Please reconsider you position , and DO NOT EXPENSE Stock Options for the American Employee, it will have rippling effects on both productivity and motivation on behalf of the worker. This coupled with the high valuation required by FASB will all but eliminate Stock Options as a tool to which drives innovation and productivity.

As always, please do not hesitate to call with questions.

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