

Stacey Sutay

From: Alton Cobb (acobb) [acobb@cisco.com]
Sent: Monday, April 19, 2004 5:00 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I am a US citizen and employee of Cisco Systems. I am writing to you regarding the expensing of stock options. I urge you not to support the FASB's direction to require companies to expense stock options. If US companies are required to expense stock options there will likely be severe economic problems that will trickle down to our local neighborhoods. While many say the economy is recovering, there are still numerous professional jobs going offshore and no new ones created. Stock options attracted the bright innovative people here at Cisco and helped them to put Cisco at the front of the networking sector. Ten years ago when I joined Cisco, I only had my 401k to help support me in my retirement years. Over the years the stock options I received at Cisco helped me purchase twenty acres where I can build my dream home and pursue my entire family's passion of riding and showing our horses. I am also starting a small business this year with the help of my stock options. Perhaps this business will grow and provide employment for some people in my area. Without the options I received at Cisco, I don't think I any of these dreams would have ever come true.

Regards,

Al Cobb