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From: Sent: Patricia DiBenedetto [pdibened@cisco.com]

Director EASI

To: Cc: Subject: Thursday, June 10, 2004 10:35 AM

Director - FASB

savestockoptions@cisco.com File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I urge you to protect broad-based employee stock option plans by not requiring companies to expense stock options (especially at an unrealistically high valuation). Stock options are good for employees, providing a sense of ownership in the company they work for, and they're good for stakeholders, since employees are rewarded only if the company stock value does well. Stock options really drive employees to innovate and excel in their work while constituting an important part of benefit compensation aligned with shareholders' interests.

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Expensing stock options would most likely eliminate them which would have a negative effect in American high tech leadership, innovation, and job creation. Again, I urge to not expense stock options.

Sincerely,

Patricia DiBenedetto Company: Cisco Systems

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