

**ikon****Letter of Comment No: 3313**  
**File Reference: 1102-100**

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**From:** Manju Ramanathpura [mramanat@cisco.com]  
**Sent:** Thursday, June 10, 2004 10:45 AM  
**To:** Director - FASB  
**Cc:** savestockoptions@cisco.com  
**Subject:** Reference No. 1102-100

Dear Chairman Robert H. Herz,

I work for Cisco Systems and this email is to urge the FASB **NOT** to expense stock options.

It has been a great incentive tool for me and I believe it will be in future too.

My other observation is, Cisco has been able to keep some of the best employees within the company resulting in valuable contribution to the company and the shareholders.

Thankyou and I hope your office will support this view point.

-Manju Ramanathpura

6/10/2004