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From: Dave Nixon [dnixon@cisco.com]
Sent: Wednesday, April 21, 2004 10:09 AM
To: Director - FASB
Subject: File Ref 1102-100

Letter of Comment No: 1100
File Reference: 1102-100

Chairman Robert H. Herz:

I am writing to you today in order to register my grave concern over the pending FASB changes as it relates to the expensing of stock options. The proposed changes will effectively eliminate the broad based employee stock option program here at Cisco Systems and, I fear, many others just like it. I urge you to consider the negative impact this will have on the U.S. high tech industry and encourage you to seek out other means of accomplishing your objectives.

The system of employee stock options made it possible for me to truly experience the "American Dream". You know the one about working hard and being rewarded that our parents preached to us as we grew up. Well, guess what? I've been preaching the same thing to my kids these past 20 years and they believe the American Dream still lives because they observed it firsthand. Don't put an end to this dream.

I appreciate what the proposed reforms are endeavoring to accomplish and applaud those efforts but the proposed expensing of options, while perhaps solving one issue, create a much larger one in the process.

Please rethink this!

David W. Nixon