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From: Sent: Steve Stine [sstine@cisco.com] Tuesday, April 20, 2004 12:49 PM Letter of Comment No: 1014 File Reference: 1102-100

To: Director - FASB

Subject: File Reference No. 1102-100

Chairman Robert H. Herz

I have worked for 40 years and the best thing that ever happened to help with my pending retirement is the availability of my stock options. It will be a great supplement to my aggressive savings for the past 20 years. Sock options have given me the incentive to get up early and work late as a way to make my company and myself more successful.

It is like the difference between renting and owning your own home. If you rent (work for a company w/o options) you do not care as much about the results as if you are an owner. Which takes better care of the place they live the renter or the owner. easy answer. Options give that relationship to me and my coworkers.

Steve Stine