Stacey Sutay

From: Steve Kalil [kalil@cisco.com] Sent: Friday, May 07, 2004 11:30 AM

Director - FASB To:

Subject: File Reference No. 1102-100

Importance: High

Dear Chairman Herz,

Please accept this note as my strong request to stop the consideration of expensing of stock option awards.

Letter of Comment No: 2263

File Reference: 1102-100

I can understand the impetus behind this perspective, but it is unfair to rank and file employees like me who consider stock options as part of an incentive to do my very best personally and to make my company successful and profitable.

If preventing this accounting change as proposed is not possible for political or other reasons, please consider limiting the scope to option awards only to upper executives. It is unfair to the millions of hard working employees like me.

Thanks, Steve Kalil

Steve Kalil

NPI Program Management Cisco Systems, Inc Boxborough, MA 01719

voice 978-936-0909 978-936-0496 page 888-659-2289