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From: Sent:

Sin-sin Hang [sinsin@cisco.com] Sunday, June 13, 2004 7:00 PM

To:

Director - FASB

Subject:

File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I am sending this email in an attempt to urge you not to expense stock options.

Letter of Comment No: 4254 File Reference: 1102-100

I am an Engineering manager at Cisco Systems who is very good at what I do. I have been working at Cisco for almost 10 years. I have had a lot of opportunities to work in other start up companies or move to Asia to drive upcoming industries, but I have chosen to stay at Cisco because it has been rewarding. It has been rewarding both financially (through stock options) and intellectually. With the generous yearly stock option grants, Cisco has been able to keep top talents of the industry. I am sure if Cisco stops granting options due to the high expense of options, a lot of people, including myself will find Cisco not as good a company to work for any longer. This will be harmful for Cisco and for the Silicon Valley.

So I strongly urge you to consider this matter with utmost care and consideration. I believe the outcome of this is going to determine the livelihood and future of the Silicon Valley and this country.

Sincerely, Soei-Shin Hang