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From: Sent: Tanya Andrade [tandrade@cisco.com] Thursday, April 22, 2004 12:50 PM Director - FASB Letter of Comment No. 1478

File Reference: 1102-100

To: Subject:

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Dear Chairman Robert H. Herz,

I have worked for Cisco Systems, Inc. for over 10 years. Cisco's ability to give broad-based stock options to it's employees over the years has had an incredible impact on my families quality of life. Because of Cisco stock options we have been able to buy 3 homes in the very expensive Silicon Valley, pay for our two children to attend private schools, and help our families when they needed help the most.

Stock options make me more productive by motivating me to stay at Cisco and work harder year after year. Stock options will provide security for my families future and a college education for my children. Because I am relying solely on stock options as my retirement, I urge the FASB not to require companies to expense stock options, especially at an unrealistically high valuation. U.S. companies need stock options to compete with other countries on a global basis. Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation.

I seriously hope that you will not require companies like Cisco Systems to treat stock options as an expense. The valuation proposed would make it very difficult for Cisco to continue broad-based employee stock option programs. If this program goes away it will have a significant financial impact on my family as well as many other families who work Cisco and other companies.

Thank you for considering what's best for the families of the people who work at these companies first and not the FASB.

Tanya Andrade