Len Tatore

Letter of Comment No: 1448 File Reference: 1102-100

From: Lena Hickman-Miott [lehickma@cisco.com]

Sent: Thursday, April 22, 2004 5:55 PM

To: Director - FASB

Cc: savestockoptions@cisco.com

Subject: Draft FASB ruling appeal

Chairman Robert H. Herz

Re: File Reference No. 1102-100

Dear Mr. Herz,

I am concerned over the draft FASB ruling regarding the expensing of stock options.

I have been working in industry for 27 years. I have been an employee of Cisco Systems for three years. During the three years at Cisco the economy has been in a down turn. The ruling to expense stock options will impact not only Cisco employees but the Cisco families as well as the general economy. The stock options impact Cisco's ability not only to hire, but to maintain, motivate employees to the highest level of commitment, pride, ownership and a work ethic for continued success in a globally competitive environment.

The expensing of stock options will create a negative effect on our financial statements, our stock price, and destroy equality among all employees from entry level to executive. Cisco is the company that holds itself up to the highest standards of ethics, has ISO standards and practices and possesses the integrity to continue to operate under current FASB procedure of "NO" expensing of stock options.

Do not punish everyone for the misuse or abuse of the few. Penalize the wrong doers and let the upstanding employees be not group with the guilty. Please, do not push forward this draft ruling to expense stock options. In this global competitive outsourcing world the American worker every once and a while finds a benefit worth speaking up for, finds a company that treats its employees with equality of reward. Cisco is that company and the stock options that are not expensed is that one benefit that keeps us at our highest productivity and hopes through the thick and thin of the U.S. economy. Do not take away our hope.

Thank you for taking time to read my letter and for your consideration.

Sincerely yours, Lena Hickman-Miott