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From: Tammy DiBlasi (tammyd) [tammyd@cisco.com]
Sent: Tuesday, April 20, 2004 9:36 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: File Reference No. 1102-100

Chairman Robert H. Herz;

Please accept this letter as an exhortation NOT to expense stock options, especially using the currently considered valuation methods. I personally believe that stock options are a valuable tool for attracting and keeping top talent in the IT industry. Moreover, having had stock options at all of my IT company employers has allowed me to create a secure financial future for myself and my family. To expense stock options would destroy that ability.

Two reasons that I have for disagreeing with the notion to expense stock options are:

The artificially high valuation for a stock option required by FASB will eliminate stock options as a tool which has driven innovation and productivity.

Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation. In today's economic environment, the number one rule should be 'first, do no harm'.

Please consider my voice in this issue.

Thank you for your time,

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