

Stacey Sutay

From: Dustin Dasal [ddasal@cisco.com]
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To: Director - FASB
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Chairman Robert H. Herz,

Cisco has asked it's employee's to draft a letter expressing our take on the expensing of stock options proposed by the FASB. Cisco explains that the new draft would prohibit/force them from issuing the broad-based stock employee stock options. This will make my future consideration of staying with Cisco very difficult. Cisco is able to retain the top engineers in the industry by allowing us to partake in employee ownership of the company. Stock options are the force with which the management and engineers are motivated to put in the long and hard hours; knowing that it will help everyone's pocket book. If this part of my compensation were to be removed, then I would have to consider a job change. Cisco is a formidable company in the industry, and they demand excellence in the workplace. The culture of Cisco is to reward for such excellence, and the issuing of stock options has proven valuable in doing so.

I urge you NOT to expense stock options. This would hurt the employee's of Cisco and Cisco itself.

--Dustin

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