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From: Sent: Ed Baca [edbaca@cisco.com]

Wednesday, June 23, 2004 7:26 PM

To:

Director - FASB

Cc:

savestockoptions@cisco.com

Subject: File Reference No. 11

File Refernce No. 1102-100 "Chariman Robert H. Herz'

Letter of Comment No: 5242

File Reference: 1102-100

To Whom It May Concern:

I find my self writing this to voice the need to protect the stock option plans in the U.S. as an Engineer I see jobs leave the U.S. this jobs are high pay jobs not your average food service job, like the ones the latest surveys are so proud to state as created jobs.

If the US companies are not given the freedom to have the stock options as

a tool to compete as an incentives for creation of new jobs, the US companies will lose another way to compete worldwide with other companies. As an employee this is the only part of the company I will be taking and this part is taxed when cashed and accounted for by company when this is done.

Thank you, concern U.S. citizen