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From: Sent: Duane DeCapite [ddecapit@cisco.com] Wednesday, June 23, 2004 2:36 PM

To:

Director - FASB

Subject:

File Reference No. 1102-100

Letter of Comment No:5233 File Reference: 1102-100

Dear Chairman Robert H. Herz,

I have been working in the technology industry since the late 1980s and I can personally attest to the fact that stock options have had a dramatically positive effect on the rank-and-file employees in the industry. Stock options provide a feeling of ownership and dedication to innovation and customer success. The absence of stock options for rank-and-file employees will most like result in a reduction in innovation, customer satisfaction and an increase in the loss of jobs in the U.S due to "offshoring". The U.S. needs a level playing field to compete with other nations like China that do not treat stock options as an expense.

Best regards, Duane