

Len Tatore

From: Julie Kissell [jkissell@cisco.com]
Sent: Wednesday, April 21, 2004 3:42 PM
To: Director - FASB
Subject: Expense of Stock Options

Chairman Herz:

I have been an employee at Cisco Systems for over 4 years now. As a result I have received grants of Stock Options in lieu of raises for the past few years. This is the first time in my life that I have had the opportunity to receive Stock Options and I find that said grants has increased my dedication and support to my company. I don't start work at 8:00 AM and leave at 5:00 PM; I do what it takes to get my job done, I will work whatever hours necessary to ensure I am providing the best possible service to the customer's I support. The clock at Cisco never stops, we are proud to be employees and dedicated to our customers. The Stock Options are an incentive to us to work those 10 to 12 hour days or more if required.

I am a single mother, I do not own a home and I am responsible for paying all of the cost of raising my son and for both my children's college education. I view the Stock Options as my chance to own a home sometime in my future and to pay for children's education. Our Country must educate our children to highest level degree attainable for the field in which the child chooses as a career. Without the Stock Options I am not sure how I will bear the expense of a higher education for my children.

I would urge you to consider the fact that the Stock Options are an incentive to me and my peers and will used by many as a means to provide for higher education for our children. If we do not provide for higher education for our children what will our future hold?

Julie L. Kissell, PMP
AS Project Manager - SP West
Office: (707) 285-5872
Mobile: (707) 217-6411
Pager: (800) 365-4578