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From: Sent: Ronnie Daldos [rdaldos@cisco.com] Tuesday, April 20, 2004 10:13 PM Letter of Comment No: 784

File Reference: 1102-100

To: Director - FASB

Subject:

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Dear Chairman Robert H. Herz,

My name is Rhona Daldos and \bar{I} work for Cisco. My stock options are an extremely important part of my compensation package.

It also helps Cisco find & retain talent. If Cisco had to expense options and I no longer am granted options, it will create an extreme financial hardship for myself and

thousands others that will be effected. The artificially high valuation for a stock option required by FASB will eliminate stock options as a tool which has driven innovation and productivity. U.S. companies need stock options to compete with other countries on a global basis.

(Example: Chinese companies use stock options and they do not treat them as an expense.)

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'.

I appreciate you giving serious thought to this issue.

Thanks & have a great day!

Rhona Daldos

Ronnie Daldos - Systems Engineer

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43,300 mothers, sisters and friends will die from Breast cancer this year. Over 10 Million Animals are abused, neglected or abandoned annually. How can you help?......It costs you nothing and takes seconds.:)

Click below to donate a free mammogram. http://www.thebreastcancersite.com/cgi-bin/WebObjects/CTDSites
Click below to donate free food to an animal in need. http://www.animalrescuesite.com/cgi-

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A woman is a like a tea bag, you never know how strong she is until you put her in hot

water. - Eleanor Roosevelt