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Letter of Comment No: 1369

File Reference: 1102-100

Len Tatore

From: Wendy Wei (wewei) [wewei@cisco.com]

Sent:

Wednesday, April 21, 2004 4:40 PM

To: Director - FASB

Cc:

savestockoptions@cisco.com

Subject: File Reference No. 1102-100

Dear Chairman Robert Herz.

I, Wendy Wei, am a Cisco employee. I am writing to you not to consider "stock option" as a company expense. I would like to share some experience with you.

Cisco is known as an greatest innovative company, which creates tremendous convenience in the intermect for the whole wide world. The most I appreciated is internect is a hugh library. I can find any question I was puzzled, especially medical questions. Innovation is the key for this great success. Nowadays, we face a lot of competition from other countries, which give their companies a lot of incentives besides not to expense "stock option."

"Stock Option" is a means for employee growing with the company. If the company succeeds, and the employee contribution is paid off when they exercise the stock option. Expensing "stock option" is doing the opposite way, which is to kill the opportunity to succeed. Any company can not afford this high expense.

As a world technology leader, US maintains her leader position. We hope you to give US companies incentives to innovate more and more.... Stock Option is not a expense but is an incentive. I appreciate your time to read my letter.

Best Regards,

-- Wendy Wei