Len Tatore

Letter of Comment No:/362 File Reference: 1102-100

From: Clay Eddings [ceddings@cisco.com]

Sent:

Wednesday, April 21, 2004 4:33 PM

To: Director - FASB Cc: Clay Eddings

Subject: File Reference No. 1102-100

Mr. Chairman.

As an employee and a stockholder of Cisco System Inc the purposed plan to treat stock options as an expense would virtually eliminate the use of stock options as a reward based incentive within my company thus reducing my own future income potential. I am very much against the Financial Accounting Standards Board interfering with not only my own earning potential but also those of my fellow Americans.

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'.

Regards.

Clay Eddings Software Engineering Manager, IPCBU Richardson, Texas