Len Tatore

Letter of Comment No:1375 File Reference: 1102-100

From: Fontaine, Duane [dufontai@cisco.com]

Sent: Wednesday, April 21, 2004 4:59 PM

To: Director - FASB

Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I would like to urge you not to expense stock options, especially at an unrealistically high valuation. They motivate our team in a very positive aspect and provide a sense of company owner ship. They have help my family in a very positive way such as providing for higher education, medical expenses, and a home to be proud of.

Thank You.

**Duane Fontaine**