Letter of Comment No: 250 File Reference: 1102-100

Stacey Sutay

From: Teresa Winget [twinget@cisco.com]

Sent: Monday, April 19, 2004 6:29 PM

To: Director - FASB

Cc: savestockoptions@cisco.com Subject: File Reference No. 1102-100

Chairman Robert H. Herz:

I want to take this opportunity to voice my feelings about the FASB's intention to expense stock options. I do NOT agree with this business decision and want to cast my "vote" against such an action.

Stock options are used by many companies (mine included) to increase productivity and innovation. By using your draft plan, this incentive plan would disappear. There are enough current issues around foreign competition - your plan would make our ability to compete with these foreign countries even more difficult.

From the reading I have done on this issue, it seems to be a poorly planned business solution, totally inappropriate for the U. S. private industry.

It is a very poor business decision and could have an extremely negative impact on U.S. private enterprise.

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