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From:

Thomas Magnarelli [tmagnare@cisco.com]

Sent:

To: Subject: Monday, April 26, 2004 9:02 AM

Director - FASB

File Ref 1102-100

To: Chairman Robert H. Herz

Dear Sir,

The classification of stock options as an expense will make it difficult for my employer to continue a current program that is a significant portion of my compensation. In deed many Americans who haven't seen an increase in years would likely see their compensation and potential future worth diminish as a result of this ruling.

Employee stock option programs are a great motivational tool and good for our economy.

Please don't give the short-sighted an excuse to "bow out" of stock option programs that offer so much to American workers just like me.

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