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From: Cynthia King-Ryne [kingryne@cisco.com]
Sent: Thursday, June 10, 2004 11:27 AM
To: Director - FASB
Cc: Cynthia King-Ryne
Subject: SAVE Broad Based Stok Option Plans!!!!

Letter of Comment No: 3538
File Reference: 1102-100

Dear Mr. Robert H. Herz,

Regarding: File Reference No. 1102-100

I have been working in the high tech field my entire career, which has been mostly with two companies both of whom offer(ed) employees stock options. If you require these companies to expense stock options no one except the top levels will receive them! Stock options are a big reason why I have been a loyal hard working employee. Stock options motivate!

Big and small companies utilize stock option plans to hire and retain their employees. With the job situation in the US being the worst it's been, why would you even consider taking away this benefit? I worked for DSC Communications (now Alcatel US) for 12 years with a stock option plan and have now been with Cisco Systems for almost 6 years with a wonderful stock option plan. These options are my daughter's college education and my retirement. Your actions to require stock option expensing will stop Cisco from being able to offer me and all other hard working employees a future for our families.

Please do not require companies to expense stock options.

Very Sincerely,
Cynthia King-Ryne
Cisco Systems
Marketing Communications Manager