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From: Kristina Roberts [krrobert@cisco.com]

Sent:

Tuesday, June 15, 2004 11:39 AM

To:

Director - FASB

Subject: Please stop the movement to expense stock options

I am writing this note as a concerned citizen and a tech employee. I have always based part of my financial value on the fact that I have received stock options as a portion of my compensation for my hard work and contributions my company. I am proud to work here and after 4 years own a portion of this company this is all due to the fact that my company gives the employees stock option grants. Now, the basic tenet of employee ownership is now under fire.

Letter of Comment No: 4337

File Reference: 1102-100

I hereby urge you <u>not</u> to expense stock options, especially at an unrealistically high valuation. I am not in upper management, as a matter of fact, I started at my company at a fairly low position. I have always based a portion of my yearly successes on how many stock options I have been granted at the end of the year. I see these options grants as the only possibility I have ever had to work hard and be rewarded in such a manner that I can drastically improve my economic standing. I have always felt more of a sense of pride working for a company that rewards me by giving me portions of the company.

I understand the concern of rewarding upper management and executive level employees and how this can demotivate these individuals to look out for the average employees of their company and their companies successes. However, I feel extremely fortunate to work for a company that rewards the average employee for their hard work, no matter what their position or grade in the company. Changing these rules and making it impossible for companies to reward their employees via stock options will only hender the average employees, not the executives. Please don't take this privilege away. I do see this as my only chance to increase mine and my families economic future in such a drastic manner.

Thanks for your time,

Kristina Roberts Berly