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Letter of Comment No: 3901
File Reference: 1102-100

From: Donald Bayliss [donb@cisco.com]
Sent: Wednesday, June 16, 2004 3:41 PM
To: Director - FASB
Subject: File Reference No. 1102-100,

Chairman Robert H. Herz,

My name is Don Bayliss. I am writing to ask you to please support Senate Bill S1890, the Stock Option Accounting Reform Act. This legislation expenses options for the top 5 executives but allows companies to keep options for its lower ranking employees.

As an IT engineer at Cisco I am fortunate to be able to share in the success of the company through stock options. In fact, I very proud of the fact that Cisco's gives the vast majority of the stock options to individual contributors like myself. Having stock options has benefited my family in several ways. It has provided the necessary money for a down payment on our first house and has allowed my wife to stay home and raise our daughter. My wife and I plan on using any future stock options to help fund our children's education.

Please support this bill to allow workers like myself to share in the success of their company through stock options.

Sincerely,

Don Bayliss