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From: Sent: To: Subject: Henry Bertram [hbertram@cisco.com] Wednesday, April 21, 2004 3:20 PM

Director - FASB

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Chairman Robert H. Herz

I am a hardware quality engineer at Cisco Systems and urge you to do what you can save stock options in their current form.

I believe that our free market economy and the innovation, focus and hard work that drives it are based on ownership and the associated rewards. In my position, there is no way for me to own a significant portion of company stock without the option program. Long hours, hard work and optimization can be directly linked to the value of the company and hence to the owner's net worth and motivation. If I am able to share in that ownership, I gain the motivation.

As a quality engineer I make regularly make decisions that potentially affect product quality and reliability. To make the appropriate decisions, I must always be certain of two things: first, that I am actually addressing the root causes of a problem, as opposed to a symptom of the problem; and second, that the fix is not worse than the cure. I suggest that, in this case, the proposed action fails both tests.

Thank you for your consideration.

Henry Bertram > Quality Systems Staff Engineer, GSR/HFR Quality > 408 527-7465 > Cisco Systems, Building SJ-A> 110 West Tasman Drive > San Jose, CA 95134