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From: Sally Hu [salhu@cisco.com] Sent:

Wednesday, April 21, 2004 12:16 PM

Director - FASB To:

Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

I am writing out of concern over a FASB draft plan to change the way stock options are treated including planning to treat them as expenses. I would like to urge you to NOT move forward with this drastic and impacting change.

Letter of Comment No: 1232

File Reference: 1102-100

I am an employee at a company that is able to give broad stock options to its employees. If the FASB made a significant change like this, my company may be forced to change our options program. This would have a huge impact to myself and my family. Being a shareholder in the company where I am employeed makes a huge difference to me. My stock options are important to me. They are a significant part of the reason I decided to join this company. They are a significant part of the reason I have returned twice from maternity leave back to this company. These options are a part of my family's future- I intend to use them to pay for these children's college educations.

Please do not expense stock options. I hope that you will support employee ownership and change this significant draft plan. If this draft plan does $\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \left(\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \left(\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \left(\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2}$ somehow move forward - please consider the stock valuation you require (the higher it is the more negatively impacting it would be for me and my children).

Thank you, Sally Hu

San Jose, CA