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From: Sent: Penny Mills [pemills@cisco.com] Monday, June 14, 2004 11:12 AM Letter of Comment No: 4262 File Reference: 1102-100

To:

Director - FASB

Subject:

File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I'm writing this e-mail regarding the employee stock option plan. I can not tell you how important this is to me. I have worked for 2 companies now that provided employees with stock option plan. When I started participating in the stock option plan, I truly feel a sense that I was working for the future of myself as well as the company. I watched the stock price of our company every day, started reading the business section of the paper which I never did and have been truly concerned about all issues in company policy. I also feel that there is a sense of purpose of my working hard although I have always worked hard. It is as if I'm running my own company. I am 60 now and am looking forward to retiring in a year and half. I am planning on excercise my stock option which will supplement my life after retiring. This extra money will help me through my retirement. I hope that you will see how important stock option is to employee such as me. I certainly won't feel comfortable retiring without it. Please reconsider your stock option policy. Thank you for your time.

Sincerely,

Ching-Chou Mills

Cisco Systems employee.