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From: Chuck Hobin [chobin@cisco.com]
Sent: Friday, April 23, 2004 11:48 AM
To: Director - FASB
Subject: File Reference No. 1102-100

Letter of Comment No: 1600
File Reference: 1102-100

Attention: Chairman Robert H. Herz

Sir,

Employee stock options should NOT be expensed!

I have worked for Cisco Systems for 8 years as an engineer, and consider the stock option program an important part of my compensation package. I benefited substantially from the 1998-2000 stock price increase, providing my family with a level of financial security that I never dreamed I would achieve. And the American economy also benefited, as a result of how I invested and spent those funds.

The options make me feel like I am participating in the company's success, and that my efforts really matter. I think my co-workers would agree that options positively influence motivation and employee retention.

Thank you for your attention,

Chuck Hobin
Santa Barbara, CA