## Len Tatore

From: Sent: Liping Zhu [pzhu@cisco.com] Thursday, April 22, 2004 5:16 PM

To:

Director - FASB

Subject: Save Employee Stock Options

Letter of Comment No: 1442 File Reference: 1102-100

File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I'm writing to voice my opinion that FASB shall consider NOT to expense employ stock options.

As a Cisco Employee I have appreciated the value of stock options as a tool to motivate employees and to improve and sustain productivity. According to Cisco management, the artificially high valuation for a stock option required by FASB will eliminate stock options as such a tool.

Please consider not to expense stock options, so that it continue to contribute to the healthy growth of the high tech industry.

Regards, Liping