Stacey Sutay

From: Sent: To: Ray N. Romney [romney@cisco.com] Tuesday, April 20, 2004 5:57 AM Director - FASR Letter of Comment No: 472-File Reference: 1102-100

Director - FASB

Subject:

File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I'm writing to ask you to please not move forward with your draft plan to expense stock options! I have found the offering of stock options by Cisco Systems, Inc. to be a significant factor in my efforts to be a productive employee, and to help my company succeed. I have found that I am more self-motivated and willing to do whatever it takes to get the job done because I know I can benefit directly as the price of the stock climbs. I joined Cisco just prior to the tech bust, so the initial options I was given will probably never be of any value (that's the risk you have in a market economy). But as I have continued to receive stock options after the market adjusted, and as some of them have vested, I was recently able to pay off my auto loan, all of my credit card debt, and my second mortgage. Now all I have left is my primary mortgage, and I have hopes of chipping away at that significantly as well. With 6 children this brings me a great deal of peace of mind! Especially at a time when off-shoring in the high tech industry is on the increase, I hope you won't put U.S. companies at even more of a disadvantage by compromising this great tool.

Sincerely,

Ray N. Romney