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Letter of Comment No: 159/
File Reference: 1102-100

From: Rob S. Riddle [rriddle@cisco.com]
Sent: Friday, April 23, 2004 12:39 PM
To: Director - FASB
Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

Please reconsider the recent stand on the expensing of Stock Options. Options are already controlled and communicated through fully diluted numbers.

If the Options are expensed, the people you're hurting are regular working people. As one in that group, I count on stock options to help with the higher cost of housing and college in the area I live. This is an extremely important issue in San Jose, CA. It is my three childrens' hope for a better education and a better home than our 1400sq ft fixer-upper we brought 8 years ago.

Economics has taken away most citizens' chance of a pension. I served in the Navy for seven years and am now working as hard as my Master's degree can take me. Even with 401k and savings bonds, the chances of a well planned retirement or the kids' college education are not good with those returns.

We know that companies will not be able to award options in any significant quantity if they are forced to expense. Americans are willing and do work harder with the incentive of stock options here in Silicon Valley. There's not much more of an edge we have over areas of the world that are taking our direct labor jobs.

Please consider my points and reverse this decision.

Thank you.