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From: Bil Dry [bdry@cisco.com]
Sent: Tuesday, April 20, 2004 10:08 AM
To: Director - FASB
Cc: Bil Dry
Subject: Please do not force the expensing of stock options

Hello,

The broad use of stock options throughout the American high tech industry has spurred innovation that now drives US productivity. Stock options give all participating employees a vested interest in the success of their respective companies. As such, we should continue to allow the senior management of these companies to incent their employees using stock options without forcing those stock options to have deleterious affects on the bottom line.

Please do not force the expensing of stock options. Stock options motivate employees and motivated employees innovate which makes the US economy shine and life better for everyone.

thank you,

Bil

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