Letter of Comment No: 5246 File Reference: 1102-100

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From: Tina Bracken [tbracken@cisco.com]

Sent: Thursday, June 24, 2004 11:25 AM

To: Director - FASB

Subject: File Reference No. 1102-100

Dear Chairman Robert H. Herz,

This is my personal plea urging the FASB <u>not</u> to expense stock options. I have been working at my company for over eight years, staying here in large part because of the great stock program we have.

I am not understanding how the FASB considers that stock options meet the definition of an expense since they don't use company assets. The high valuation for a stock option required by FASB will eliminate stock options as a tool that has driven company innovation and employee productivity. Additionally, expensing stock options could have a dramatic impact on American high tech leadership, innovation, and job creation. US companies need stock options to compete with other countries on a global basis.

I have been very fortunate to receive stock options. I believe we all are driven to work hard for our companies, and to innovate because we know that when our companies do well, we do too. Pleaser reconsider this proposal.

Regards, Tina Bracken Cisco Systems, Inc.