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Letter of Comment No: 2005
File Reference: 1102-100

From: Carlos Hernandez [carlosh@cisco.com]
Sent: Wednesday, April 28, 2004 2:15 PM
To: Director - FASB
Cc: 'savestockoptions@cisco.com'
Subject: Save our Stock Options File Reference No. 1102-100

Chairman Robert H. Herz, please reconsider your position on File Reference No. 1102-100. This will have a severely negative financial impact on the many employees around the country that receive options. Stock options offer employees an opportunity to own part of the company and encourage and promote self motivation and hard work. Furthermore, File Reference No. 1102-100 does not address what it's initial intent is to begin with. Since the majority of options go to rank a file employees we would suffer most if we no longer received them.

Since I started working at Cisco I have yet to exercise my options as I am using them to help with retirement planning. Again, please reconsider your position on stock options as they will help retain talented employees and keep our company competitive.

Thank you

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Note:

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4/28/2004