Stacey Sutay

Letter of Comment No: 433 File Reference: 1102-100

From: Christina Donovan [cdonovan@cisco.com]

Sent: Monday, April 19, 2004 7:21 PM

To: Director - FASB

Cc: savestockoptions@cisco.com Subject: File Reference No. 1102-100,

Chairman Robert H. Herz,

I cannot understand why our government continues to pass legistation that shoots herself in the foot, and is repealed or altered only after the damage is done. I hope that you and your committee can find the forsight and hindsight to understand why stock options have been and will continue to be such successful motivators for employees and therefore extremely beneficial to the firm that issues them, as well as for the USA.

Ultra-low turnover rates of key employees can only bolster a company's reputatation, revenue, and innovation levels, which in turn, is good for America. In these times of jobs going overseas, please help to assure that we don't weaken our high-tech companies US presence futher by eliminating a key reason that the best stay.

Stock options have encouraged me to stay at Cisco, and are a contributor to my retirement plans, which will help our government's financial condition in the future. Please do not choose to expense stock options.

Thank you, Christina

Christina Donovan

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