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Letter of Comment No: 813
File Reference: 1102-100

From: Danny Puckett [dpuckett@cisco.com]
Sent: Tuesday, April 20, 2004 2:14 PM
To: Director - FASB
Subject: File Referene No. 1102-100

Chairman Robert H. Herz,
The purpose of the communication to to emphatically state my opposition to expensing stock options. I believe that requiring stock option expensing will result in the end to broad-based employee stock options at Cisco Systems. One of the reasons that I choose to work at Cisco is the fact that all employees are provided a stake in positive company performance. Every employee has the opportunity to realize a gain when the company performs well. Every employee has the sense that his or her individual actions can have an effect on the company's bottom line.

I truly believe that expensing the stock options will only take away benefits from the rank and file employee; the technician or administrative person. In my opinion, expensing will not affect management incentives but it will preclude the working person from sharing in company success. As I personally am getting closer to retirement, I view stock options to be a very important part of my retirement planning and therefore is very important to me.

Please consider the negative impact that expensing will have on the average worker that is now eligible for this form of compensation when formulating the FASB recommendations on this subject.

Thank you for your consideration,
Danny Puckett