Len Tatore

From: Sent: To: Dean chen [dechen@cisco.com] Wednesday, April 21, 2004 10:05 PM

To: Director - FASB Subject: Pile Reference

File Reference No. 1102-100

Chairman Robert H. Herz,

Regarding FASB's recent draft plan to treat stock options as an expense, I would like to you to hear the opinion from a regular employee's perspective.

As a rank and file employee at Cisco, I view stock options as an integral part of my compensation, as well as a motivation tool. It gives a regular employee vested interest in the company's continual growth and prosperity. To enforce expensing of stock options, is to take away a significant part of my investment that I made in my company and my future.

There is no doubt that there is a general need for more transparency in a company's finances. But please find a way to achieve this goal in a way that is accurate, and less detrimental to the lives of many employees.

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Regards, Dean Chen