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**Letter of Comment No: 864**  
**File Reference: 1102-100**

**From:** Thanh Tran [thanhtr@cisco.com]  
**Sent:** Tuesday, April 20, 2004 3:42 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I am disappointing that Financial Accounting Standards Board (FASB) released a draft plan stating that they intend to treat stock options as an expense.

U.S. companies need stock options to compete with other countries on a global basis. (Example: Chinese companies use stock options and they do not treat them as an expense.)

Expensing stock options could have a dramatic impact on American high tech leadership, innovation and job creation. In today's economic environment, the number one rule should be 'first, do no harm'.

Regards,

Thanh Tran

THANH Q. TRAN, Systems Engineer

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