## ikon

From: Sent: Dennis Hazen [dhazen@cisco.com] Tuesday, April 20, 2004 12:53 PM

To:

Director - FASB

Subject: Please Do No

Please Do Not Expense Stock Option Grants

Letter of Comment No:1021 File Reference: 1102-100

File Reference No. 1102-100

To: Chairman Robert H. Herz,

I feel very strongly that stock options should not be expensed. I believe that expensing stock options will have a negative effect on US high tech leadership in the global economy. One of the key ways US companies have of attracting and keeping strong engineering talent is through stock option grants. Expensing stock options will weaken US companies ability to compete, especially in High tech.

I personally have benefited from stock option grants and it has been a key motivator in making me work harder to make my company better.

Thankyou, Dennis Hazen 1534 Bird Ave. San Jose, Ca 95125