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Letter of Comment No: 4271
File Reference: 1102-100

From: Duong Nguyen [dxn@cisco.com]
Sent: Monday, June 14, 2004 5:23 PM
To: Stacey Sutay
Subject: File Reference No. 1102-100

Dear Chairman Robert H. Herz,

I am writing this letter to let know you know my feelings about FASB's proposed ruling to expense options, and its potential impact .

I am an employee who benefits from a broad based employee stock options program and am opposed to the exposure draft released on FAS 123. If implemented, FAS 123 will likely bring an end to broad-based employee stock option plans.

Broad-based employee stock option plans have not only motivated me to work harder and more efficiently, but also benefit shareholders by better aligning employee and shareholder interests. With stock options, I benefit only when the shareholders benefit.

Employee stock options are not freely trade-able and are subject to forfeiture if I leave the company and are impossible to value. How can you value something that has no market value? Under this exposure draft, FASB will somehow come up with a value-- however inaccurate-- and force companies, like mine, to put inaccurate information on the financial statement. Indeed, financial statements will become less to the individual investor.

Would you please reconsider and rescind this exposure draft. Thank you for your time and consideration.

Sincerely yours,

Duong
X. Nguyen