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From: Scott Afshar (safshar) [safshar@cisco.com]
Sent: Monday, April 26, 2004 7:16 PM
To: Director - FASB
Subject: File Reference No. 1102-100



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Dear Chairman Robert H. Herz,

I'm writing you this email to let you know how I feel about expensing stock options.

I've been working in a technical role for over 10 years now. I have not always received stock options as a part of my compensation package. Once I had enough professional knowledge and experience I did make stock options a part of my new job criteria. When a company grants stock options to me I feel empowered to work harder, be more frugal, and much more. It makes me more competitive and productive.

Expensing stock options will leave the majority of us out in the compensation cold. I truly feel that you'll see a major decrease in productivity.

Please consider the point of view of the individual contributor while making this decision,

Scott Afshar
Western Channels SE
CCIE, SNIA I/II/III
Cisco Systems Inc.
Systems Engineer
201 Third Street, Suite 620
San Francisco, CA 94103
Office: 415-371-2342
Fax: 415-371-2420
Pager 800-365-4578