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Letter of Comment No:2384 File Reference: 1102-100

From: Dave Mullen (dmullen) [dmullen@cisco.com]

Sent: Monday, May 10, 2004 3:50 PM

To: Director - FASB

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Subject: File Reference No. 1102-100

Chairman Robert H. Herz,

Dear Sir.

Cc:

Please refrain from requiring companies to expense Stock Options.

In my opinion they are one of the few ways a company can influence employees to become team players. With everyone owning a piece of the company it gives employees the impression that they are working to improve there long term financial well-being.

From my own personal experience they have enabled me to put my children through college and save some money for retirement. I am fifty seven years old and have worked in the communications industry since my discharge from the US Army. Over the years the government has let the status of Unions decline to the point where there are none in the Technology sector. Without them there is no one watching out for the average worker. Stock Options if the company does well is one way the average worker can save for retirement.

We are being told that if companies are required to expense options, they will not be able to distribute the options to the average worker. This would drastically hurt most of the people I know. The big boys at the top will always find ways to take care of themselves. But eliminating Stock Ownership by the working class in a company will hurt the workers and the company.

So please do not do anything that will cause Stock Ownership by employees to stop.

Thanks for you're time.

David Mullen