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From: Sent:

Wednesday, April 21, 2004 3:11 PM

To:

Director - FASB

Cc:

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Subject: File Reference No. 1102-100

## Dear Chairman Robert H. Herz,

I've heard that in the lastest draft plan of the FASB it states that stock options will be treated as an expense. I don't quite understand how stock options meet the definition of an expense because they do not use/require company assets. Also, my understanding is that the artificially high valuation for a stock option required by FASB will eliminate companies to use stock options as a tool which will have a direct impact on productivity.

Letter of Comment No: 1288

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Receiving stock options from my company has a direct impact on my motivation and was a key decision factor for chosing Cisco over other companies. As an employee it's important to work for a company that provides ownership. For those of us that have chosen to work for someone else as opposed to having our own business, working for a company that provides ownership thru stock options is the next best thing and what America is all about.

Please do not move forward down this path. The tech industry has been hit painfully hard in the past few years and this would be another thump that is not only avoidable but just not the right thing to do.

## Pam Dantzinger

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