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**From:** Hanh Phan [hanh@cisco.com]  
**Sent:** Tuesday, April 20, 2004 11:51 AM  
**To:** Director - FASB  
**Subject:** Expensing Stock Option

**Letter of Comment No:** 530  
**File Reference:** 1102-100

Dear Sir,

I work in the high tech industry. We are a group of talented engineers, we design some the world most advanced telecommunication products that put the US ahead of all other countries in term of telecommunication technology. We are very passionate about our work because we have been given the stock options of our company in which we feel a sense of ownership. We feel that we have a stake at the success of the company so we work hard to ensure that success will come.

Now if our company stops giving out stock options as a result from the new law that requires companies to expense options. This will take away our motivation and much of our ownership in the company whom we work for. I am afraid that we will loose the entrepreneurship spirit and innovation from many of our bright and talented scientists.

Please reconsider these factors in making a decision to the proposed law of expensing stock options.

Sincerely yours,

Hanh Phan

Regards,  
Hanh