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Letter of Comment No: 1435
File Reference: 1102-100

From: Bert Colon [becolon@cisco.com]
Sent: Thursday, April 22, 2004 10:24 AM
To: Director - FASB
Subject: File Reference No. 1102-100 - Chairman Robert H. Herz

Dear Mr. Chairman:

I am writing to you in regards to File Reference No. 1102-100 (treating stock options as an expense). This would be a detrimental to me and my family if this occurs. In today's current economic state, how would American companies compete on a global basis - especially when you have countries like China who do not treat stock options as an expense? I have personally experienced how stock options drive innovation and productivity within my company. If these options get treated as an expense this would affect my entire family extremely hard as I am the sole income provider in my household. I rely on these options to achieve the American dream; the right to provide for my family, to place a roof over their head and to put food on the table. Stock options give me the "true" feeling of owning a part of my company and it drives me to work harder for my organization. I am trying to make an American company shine and I take extreme pride in doing so. My rewards are the stock options. If the stock options get treated as an expense please think of how this would diminish the morale throughout ALL U.S. companies. This thought is extremely disconcerting to me.

Mr. Chairman, I have been working towards a goal my whole life and that is to purchase a home for my family. I am getting close thanks to the generosity of my company granting me these stock options please do not take this dream away from me and my family. I have been working to the bone to help my company, one of the best American company's around to be the best that it can be and it would simply destroy my morale should I stop receiving grants. With this being said, I am begging you Mr. Chairman not to let this happen to all of us.

Sincerely,

Bert Colon & Family

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