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From: Mark Kolar [mkolar@cisco.com]
Sent: Friday, April 23, 2004 7:54 PM
To: Director - FASB
Cc: savestockoptions@cisco.com
Subject: Save our Stock Option Programs

To whom it may concern,

I am a 20 year veteran of the high-tech industry here in the United States, where we have managed to dominate the global market from a software, hardware, and overall innovation perspective.

Not only do I believe that the artificially high valuation for a stock option required by FASB will eliminate stock options as a tool which has driven innovation & productivity, but that stock options do not meet the definition of an expense because they do not use company assets. The true cost of a stock option is dilution of earnings per share (EPS) and is already accounted for when options are exercised and are very visible to investors in general.

Stock options are not only a GREAT way to drive EVERYONE to be more frugal and attentive to the overall success of the company for investors and employees to mutually benefit from, but they are also a serious financial means for more seasoned, mature, and experienced people to use in going out to start their own businesses when they reach that next level of their career.

Taking away this very empowering mechanism from companies and individuals hurts many more people and our overall global competitive abilities more than it solves anything from a general accounting and public disclosure perspective.

Our industry in general, being one of high-tech, will suffer tremendously. In fact, when combined with "off-shoring", I truly believe that the expensing of stock options will deliver a very serious if not fatal blow to our country's ability to continue it's innovative and leadership role both technically and economically.

With this said, come this fall's election I am going to actively promote everyone I know to use this as THE most significant factor people use in casting their votes for our elected officials.

Thank you for your attention to this matter and for taking this issue more seriously from this point forward.

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Personal Motto:
*"If There's A Will,
There's A Way!"*

4/26/2004