## Len Tatore

Letter of Comment No: 1423 File Reference: 1102-100 From: Raghu Ramamoorthy [rramamoo@cisco.com]

Sent: Thursday, April 22, 2004 8:39 PM

To: Director - FASB

Cc: savestockoptions@cisco.com

Subject: File Reference No. 1102-100, Addressed to "Chairman Robert H. Herz"

## Dear Sir

According to me, Stock Option is one of the top most motivating factors for an employee. In the technology emerging world with high demanding customers, this kind of motivation is vital to keep the innovations popup and work hard to strengthen the economy.

So, I would strongly recommend NOT to expense stock options, especially at an unrealistically high valuation.

Thanks

Raghu