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Letter of Comment No: 753

File Reference: 1102-100

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**From:** Greg DeJager (gdejager) [gdejager@cisco.com]  
**Sent:** Tuesday, April 20, 2004 7:45 PM  
**To:** Director - FASB  
**Subject:** File Reference No. 1102-100, expensing stock options

Dear Chairman Herz,

While I am certainly biased in favor of **leaving stock options alone** (being a long-time Cisco employee) I believe there are clear objective reasons for it as well. As a manager and an employee, I know, without a doubt, that owning stock and stock options creates a sense of ownership that directly translates to increased productivity. If you eliminate options as a compensation method, you will negatively impact the health of our country's innovation industries. Simple as that.

thanks for your time

Greg

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