

Employee Stock Options

Our stock option plans are part of a broad-based, long-term retention program that is intended to attract and retain talented employees and directors and align stockholder and employee interests.

The 2001 Stock Option Plan (2001 Plan) was adopted and replaced the 1991 Stock Option Plan (1991 Plan), which expired in August 2001. Options granted under the 1991 Plan remain outstanding until exercised or cancelled. Pursuant to the 2001 Plan, the Board of Directors may grant options to selected employees, directors and consultants to purchase shares of our common stock at a price not less than the fair market value of the stock at the date of grant. The 2001 Plan provides for the grant of both incentive stock options and non-qualified stock options. Generally, options outstanding vest over periods not exceeding six years and are exercisable for up to ten years from the grant date. The 2001 Non-Employee Directors' Stock Option Plan (2001 Directors' Plan) was adopted and replaced the 1998 Non-Employee Directors' Stock Option Plan (1998 Directors' Plan). Options granted under the 1998 Directors' Plan remain outstanding until exercised or cancelled. The 2001 Directors' Plan provides for non-qualified stock options to be granted to non-employee directors at an exercise price of not less than fair market value, vesting over periods not exceeding five years and exercisable for up to ten years from the grant date. The Board of Directors may terminate the 2001 Plan and/or the 2001 Directors' Plan at any time though it must nevertheless honor any stock options previously granted pursuant to the plans.

Information about employee and executive stock option grants from fiscal 2000 through the first nine months of fiscal 2003 are as follows (number of shares in millions):

	Nine months			
	2003	2002	2001	2000
Total options granted	16	27	16	10
Less options cancelled	(3)	(3)	(3)	(4)
Net options granted	13	24	13	6
Net grants during the period as % of outstanding shares ⁽¹⁾	1.7%	3.1%	1.7%	0.8%
Grants to named executive officers ⁽²⁾ as % of total options granted ⁽¹⁾	6.7%	6.0%	9.6%	10.7%
Grants to named executive officers ⁽²⁾ as % of outstanding shares ⁽¹⁾	0.1%	0.2%	0.2%	0.2%
Cumulative options held by named executive officers ⁽²⁾ as % of total options outstanding ⁽¹⁾	11.9%	11.9%	14.0%	13.0%

⁽¹⁾ Calculated based on outstanding shares or options, as applicable, as of the beginning of each period.

⁽²⁾ Named executive officers for the information provided for the first nine months 2003 are those listed in our proxy statement dated January 7, 2003, defined by the SEC as the Chief Executive Officer and each of the four other most highly compensated executive officers.

Additional information regarding our stock option plans and plan activity for fiscal 2002, 2001 and 2000 is provided in our Annual Report on Form 10-K for the 2002 fiscal year. See "Note 10 – Employee Benefit Plans."

Information about stock options outstanding at June 29, 2003 with exercise prices less than or above \$36.01, the closing price of our common stock at June 29, 2003, are as follows (number of shares in millions):

Stock Options	Exercisable		Unexercisable		Total	
	Number of Shares	Weighted Average Exercise Price	Number of Shares	Weighted Average Exercise Price	Number of Shares	Weighted Average Exercise Price
Less than \$36.01	48	\$ 7.91	24	\$ 29.58	72	\$ 15.17
Above \$36.01	18	\$ 69.17	23	\$ 62.53	41	\$ 65.43
Total outstanding	66	\$ 24.65	47	\$ 45.73	113	\$ 33.46

Options granted to named executive officers as a group for the three months and nine months ended June 29, 2003 were as follows (in millions except price per share):

Period	Number of Securities Underlying Option Grants	Percent of Total Options Granted	Exercise Price Per Share	Expiration Date	Potential Realizable Values at Assumed Annual Rates of Stock Price Appreciation for Option Term ⁽¹⁾	
					5%	10%
					Three months	-
Nine months	1	6.7% ⁽²⁾	\$ 34.94	2012	\$ 24.00	\$ 60.00

⁽¹⁾ Represents gains that could accrue for these options, assuming that the market price of our common stock appreciates over a period of 10 years at annualized rates of 5% and 10%. If the stock price does not increase above the exercise price, the realized value from these options would be zero.

⁽²⁾ Calculated based on outstanding options at of beginning of the period.

Option exercises for the three months and nine months ended June 29, 2003 and option values for named executive officers as a group as of June 29, 2003 were as follows (in millions):

Period	Shares Acquired on Exercise	Value Realized	Number of Shares Underlying Unexercised Options at June 29, 2003		Intrinsic Values of Unexercised In-the-Money Options at June 29, 2003 ⁽¹⁾	
			Exercisable	Unexercisable	Exercisable	Unexercisable
Three months	0.3	\$ 8.00	9	4	\$ 210.00	\$ 31.00
Nine months	1.7	\$ 49.00	9	4	\$ 210.00	\$ 31.00

⁽¹⁾ These amounts represent the difference between the exercise price and \$36.01, the market price of our common stock at the end of the third quarter of fiscal 2003, for all in-the-money options held by the named executive officers.

Equity Compensation Plans Approved by Stockholders

Information about our equity compensation plans at June 29, 2003 that were either approved or not approved by our stockholders was as follows (number of shares in millions):

Plan Category	Number of Shares to be Issued Upon Exercise of Outstanding Options	Weighted Average Exercise Price of Outstanding Options	Number of Shares Remaining Available for Future Issuance
Equity compensation plans approved by stockholders ⁽¹⁾	112	\$ 33.46	22
Equity compensation plans not approved by stockholders ⁽²⁾	1	\$ 2.03	-
Total	113		22

⁽¹⁾ Consists of six plans: our 1991 Stock Option Plan, 2001 Stock Option Plan, 1998 Non-Employee Directors' Stock Option Plan, 2001 Non-Employee Directors' Stock Option Plan, 2001 Employee Stock Purchase Plan and the Executive Retirement Matching Contribution Plan.

⁽²⁾ Consists of two plans: our 1996 Non-Qualified Employee Stock Purchase Plan and the SnapTrack, Inc. 1995 Stock Option Plan. See "Notes to Consolidated Financial Statements, Note 10 – Employee Benefit Plans" in our Annual Report on Form 10-K for the 2002 fiscal year.