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From: Jennifer Crocker (jcrocker) [jcrocker@cisco.com]

Sent: Tuesday, April 20, 2004 9:27 AM

To: Director - FASB

Subject: DO NOT expense stock options!

## To Whom It May Concern:

I would like to share my opinion as to why I do not think expensing stock options is a good idea and how it will hurt the average employee.

My husband and I have never "gotten rich" off of either of our stock options, or anywhere close to rich, but we do consider it a valuable part of our overall compensation. We are regular, hardworking young Americans just getting started in life with hopes of raising a family and retiring before 65. When my husband graduated from Northwestern with his masters in December of 2001 it was not an easy time in the job market. We knew we would never see multiple offers with huge signing bonuses and stock options like the class just one year before him, but we were excited when an opportunity came up in Silicon Valley with Intuit for him. He received stock options as part of the overall compensation which we were fortunate to use in helping us save for a house. We lived in San Jose for two years and quickly realized that the direction for our life needed to change to achieve our financial goals. We moved to Virginia where we could actually afford to buy a home and start a family, which we have done now. My husband found another job with AOL in which he plans to stay for many years, especially to vest in his options. Our generation is totally different than just one before us. We see stock options as part of not just our compensation but a chance to really be involved in the direction of the company we work for and motivate us to be more involved, productive and dedicated to our shareholders, as we are included in that group. I would hate to see broad-based options not being distributed to those of us who aren't VPs or senior managers. Stock options give the "little guy" an investment in the huge corporation.

Please consider those of us who have benefited from stock options in the past, and who would most likely be the first to not receive them if expensing were to be required.

Thank you, Jennifer Crocker