Letter of Comment No: 248/ File Reference: 1102-100

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Chairman Robert H. Herz **Director of Major Projects—File Reference No. 1102-100** Order Department, Financial Accounting Standards Board 401 Merritt 7, P.O. Box 5116 Norwalk, CT 06856-5116

Dear Chairman Herz.

It is a constant struggle for many companies to attract talented people to come to work for them. Frankly, it would be all but impossible to attract these people without the ability to offer them stock options. Stock options are a way of showing prospective employees that a company believes in its own future and is willing to offer them a stake in that future.

The value of an un-exercised stock option is an unknown number and federal accounting standards should be based on actual numbers not phantom ones. Yet that is exactly what will happen if the proposed FASB standard on stock options accounting is allowed to become law. This would be a step backwards and lead to accounting chaos.

I sincerely appreciate you taking the time to listen to my concerns. I feel that the mandatory expensing of stock options is an important issue that could have a seriously adverse affect both on existing small businesses and those planned in the future. The issue of personal choice involved in this issue is also imperative. Once again I thank you for your time and consideration.

Singerely,

Marshall Lind