

EBSA/PUBLIC DISCLOSURE  
2011 MAR -8 PM 3:30

February 28, 2011

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, NW, N-1513  
Washington, DC 20210

RE: Alternative Reporting and Disclosure Statement for:  
Flextronics International USA, Inc. 2005 Senior Executive Deferred Compensation Plan;  
Flextronics International USA, Inc. 2005 Senior Management Deferred Compensation  
Plan;  
Flextronics International USA, Inc. Contingent Share Award Agreement and related  
Flextronics International USA, Inc. Special Deferred Compensation Plan; and  
Award Agreement for Deferred Compensation Plan

Dear Sir/Madam:

Pursuant to the provisions of Department of Labor regulations at 29 CFR §2520.104-23, you are hereby notified that Flextronics International USA, Inc. adopted the above-named plans primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. Flextronics International USA, Inc. maintains three other such plans, which have 3, 32, and 174 participants, respectively. Following are the required disclosures under 29 CFR §2520.104-23(b)(1):

1. Employer Name and Address:  
Flextronics International USA, Inc.  
847 Gibraltar Drive, Bldg 5  
Milpitas, CA 95035
2. Employer's Employer Identification Number:  
94-3061570
3. Plan Information:
  - (a) Plan names:
    - Flextronics International USA, Inc. 2005 Senior Executive Deferred Compensation Plan
    - Flextronics International USA, Inc. 2005 Senior Management Deferred Compensation Plan
    - Flextronics International USA, Inc. Contingent Share Award Agreement and related Flextronics International USA, Inc. Special Deferred Compensation Plan
    - Award Agreement for Deferred Compensation Plan

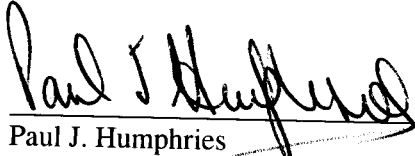
**FLEXTRONICS**

- (b) Number of participants:
- Flextronics International USA, Inc. 2005 Senior Executive Deferred Compensation Plan - 4
  - Flextronics International USA, Inc. 2005 Senior Management Deferred Compensation Plan - 9
  - Flextronics International USA, Inc. Contingent Share Award Agreement and related Flextronics International USA, Inc. Special Deferred Compensation Plan - 1
  - Award Agreement for Deferred Compensation Plan - 1

Please date stamp the enclosed copy of this letter to indicate its receipt and return it to us in the enclosed pre-addressed, stamped envelope.

If you have any questions regarding this filing or if you need any further information or documentation, please contact our attorney, Rachel James, at (303) 892-7214. Thank you.

Flextronics International USA, Inc.

By:   
Paul J. Humphries  
Executive V.P. WW HR &  
Management Systems