

**ikon**

---

**Letter of Comment No: 455**  
**File Reference: 1102-100**

**From:** Michael.Vergato@sanmina-sci.com  
**Sent:** Friday, July 02, 2004 12:18 PM  
**To:** Director - FASB  
**Subject:** Reference No. 1102-100

Fasb,

Stock options are an invaluable incentive to retain talented employees especially in cyclical markets where merit increases are sometimes not possible during a given fiscal year.

Please do not tamper with corporate processes involving options.

Thanks.