



Lear Corporation  
**Marshall**  
820 Industrial Road  
Marshall, MI 49068  
USA

Phone [269] 781-2875  
Fax [269] 781-4577

October 3, 2005

Via Facsimile and First Class Mail

Ron Rose, Regional Manager  
Michigan Works  
609 South Superior  
Albion, Michigan 49224

Dear Mr. Rose:

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about December 1, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on December 1, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 1294 represent some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Rick Ringman, International Representative, International UAW, Region 1C, 1002 East South Street, Jackson, Michigan 49203, and Joanna Wing, Chairperson, UAW Local 1294, 820 Industrial Road Marshall, Michigan 49068.

Any bumping rights for affected union-represented employees would be governed by the collective bargaining agreement between Lear and Local 1294. Bumping arrangements are not available for affected non-union employees.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

A handwritten signature in black ink that reads 'Scott A. Norris III'.

Scott A. Norris III  
Human Resources Manager



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

1. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 1, 2005.

**Hourly Positions Affected**

Operators                      35

Relief Operator                1



Lear Corporation  
Marshall  
820 Industrial Road  
Marshall, MI 49068  
USA

Phone [269] 781-2875  
Fax [269] 781-4577

October 14, 2005

Via Facsimile and First Class Mail

Ron Rose, Regional Manager  
Michigan Works  
210 Vista Drive  
Coldwater, Michigan 49036

Dear Mr. Rose:

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about December 14, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on December 14, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 1294 represent some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Rick Ringman, International Representative, International UAW, Region IC, 1002 East South Street, Jackson, Michigan 49203, and Joanna Wing, Chairperson, UAW Local 1294, 820 Industrial Road Marshall, Michigan 49068.

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If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

A handwritten signature in cursive script that reads "Scott A. Norris III / ZS14".

Scott A. Norris III  
Human Resources Manager



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 14, 2005.

**Hourly Positions Affected**

Operators	29
Relief Operator	1
Janitor/Scrubber/Tool Crib	1
Mold Setter	3

**Salaried Positions Affected**

Materials	5
Finance	3
Operations	12
Quality	6
Engineering	7
Human Resources	3
Plant Management	1



Lear Corporation  
**Marshall**  
820 Industrial Road  
Marshall, MI 49068  
USA

Phone [269] 781-2876  
Fax [269] 781-4577

October 17, 2005

Via Facsimile and First Class Mail

Ron Rose, Regional Manager  
Michigan Works  
609 S. Superior  
Albion, Michigan 49224

Dear Mr. Rose:

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about December 16, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on December 16, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 1294 represent some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Rick Ringman, International Representative, International UAW, Region 1C, 1002 East South Street, Jackson, Michigan 49203, and Joanna Wing, Chairperson, UAW Local 1294, 820 Industrial Road Marshall, Michigan 49068.

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If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

A handwritten signature in black ink that reads 'Scott A. Norris III'.

Scott A. Norris III  
Human Resources Manager



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 16, 2005.

**Hourly Positions Affected**

Operators	21
Relief Operator	1
Material Mover	3
Mold Setter	1
Shipping Clerk/Label Maker	1
Glue Technician	1
Engineering Technician	1



RECEIVED

**Memorandum**

Corporate World Headquarters  
21557 Telegraph Rd.  
PO Box 5008  
Southfield, MI 48086-5008

October 20, 2005

OCT 27 2005

Harvey Woodard  
UAW International Representative Region 1-D  
3300 Leonard, NE  
Grand Rapids, MI 49525-3363

RAPID RESPONSE  
WORKFORCE PROGRAMS

Dear Mr. Woodard:

This is a supplement to our March 21, 2005, April 5, 2005, and July 1, 2005 letters furnishing notification under WARN Act of permanent layoffs by Lear Corporation at its facility located at 2150 Alpine, N.W., Walker, Michigan 49544 (the "Alpine facility"). Pursuant to the Memorandum of Agreement ratified by the UAW-represented employees on September 29, 2005, production will cease at the Alpine facility as of November 11, 2005, and the plant operations will cease totally effective the end of business on December 21, 2005. As a result of this Agreement, we now anticipate that the remaining 206 employees at the Alpine facility will be laid off between mid-November and December 21, 2005. The anticipated schedule for these layoffs is enclosed with each of the dates constituting the first of a 14-day window period for the layoffs to occur. It is expected that these layoffs will be permanent.

By copy of this letter, the following have also been given notice of the layoffs:

Esper Williams, UAW Chairman Local 1231, 2150 Alpine, N. W., Walker, Michigan 49544.

Eric Dent, UAW President Local 1231, 2150 Alpine, N. W., Walker, Michigan 49544.

Deborah Hennessey, Workforce Transition Unit Michigan Department of Career Development, Workforce Programs Victor Office Center 5<sup>th</sup> Floor 201 North Washington Square Lansing, Michigan 48913.

Honorable Rob VerHeulen, Mayor, City of Walker, 4243 Remembrance, Walker, MI 49544

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of affected positions by job title and the number of employees in each job title that we anticipate laying off during each of the 14-day window periods. The copy of this notice that is sent to the union officials identified above contains a list of the affected classifications and the names of the affected UAW-represented workers in each classification we anticipate laying off during each of the 14-day window periods. In accordance with the collective bargaining agreement between Lear and the UAW at the Walker facility, "bumping rights" exist for employees represented by the Union. With respect to the Walker facility employees receiving this notice who are not represented by the Union, (1) no "bumping rights" exist, and (2) included with the employee's notice is a list showing on which of the above 14-day window periods the employee's separation will occur.

If you need additional information please contact me at 616-252-3530.

Sincerely,

Darrell L. Boyce  
Human Resource Manager

Cc: Richard Van Heukelom  
Denise Dorigo Jones

John Fowler  
All non represented Salaried Employees

Gary Bernath

# Lear GR Program Build Out Dates

Customer	Program	Model	Replacement Program	Build Location	Program Update	Production Areas Affected	Build-Out Data	Build-out Volumes	Headcount Reductions		
									Direct	Indirect	Matr.
JCI-Bridgewater Lear Windsor	GMX-270	Cadillac DeVille	GMX-272	Elsie	LFSA	82 - PWR	6/24/2005	722/day	20	1	0
	GMX-310	Pontiac Bonneville	N/A	N/A	Discontinued	82 - PWR	5/26/2005	0/day - (LeSabre pickup Bonn Volumes)	0	0	0
	GMX-220	Buick LeSabre	GMX-222 GMX-222	Elsie Elsie	LFSA LFSA	15 - MAN	5/26/2005	0/day - (LeSabre pickup Bonn Volumes)	0	0	0
Lear Ramos	J-Car	Pontiac Sunfire	N/A	N/A	Discontinued	23/88 - MAN	9/2/2005 9/2/2005	727/day 727/day	40 10	1 1	2 1
GM-Baltimore	M-Van	Chevrolet Astro, GMC Safari	N/A	N/A	Discontinued	83 - PWR	5/13/2005	9/day	1	0	0
Lear Whyby	GMX-210/230	Chevrolet Impala/Monte Carlo	GMX211/231	Elsie	LFSA	27 - MAN	6/10/2005	3057/day-Manuals	13	1	2
	GMX-210/230	Chevrolet Impala/Monte Carlo	GMX211/231	Elsie	LFSA	95 - PWR	6/10/2005	1447/day-Powers	49	1	3
	GMX-367	Pontiac Grand Prix	7777	7777	Discontinued	85 - PWR	7/11/2007	450/day	22	1	1
	GMX-365	Buick LeCross, Buick Allure	7777	7777	Discontinued	85 - PWR	7/11/2009	750/day	34	1	2
Lear Mason	GMX-130	Pontiac Grand AM	N/A	N/A	Discontinued	14/27 - MAN	5/6/2005	558/day	15	0	1
	P-90	Chevrolet Classic	N/A	N/A	Discontinued	84/80 - PWR	5/6/2005	360/day	16	1	3
									238	8	15

ALL DATES & VOLUMES ARE SUBJECT TO CHANGE

Misc.	Current	May	June	Sept.
Electricians	7	5	3	2
Tubemakers	3	2	1	1
Pipefitters	3	2	2	1
Machina Repair	8	6	4	2
Boiler Operator	1	1	1	1
Millwrights	3	2	1	1
Carpenters	1	0	0	0
Painters	1	0	0	0
Truck Repair	1	1	1	1
Yardman	1	1	1	1
Janitors	5	3	2	2
Crib Attendant	2	2	1	0
Part Service (\$10)	1	1	1	7
Union	7	7	7	7
S.x Sigma	2	2	0	0
TW	7	7	7	7
Leaves	38	39	39	19
Layoff	4	0	0	0
<b>Total Misc</b>	<b>96</b>	<b>81</b>	<b>77</b>	<b>52</b>
<b>Grand Total Remaining</b>	<b>355</b>	<b>303</b>	<b>193</b>	<b>113</b>



Lear Corporation  
Marshall  
820 Industrial Road  
Marshall, MI 49068  
USA

October 24, 2005

Phone [269] 761-2675  
Fax [269] 761-4577

Via Facsimile and First Class Mail

Ms. Deborah Hennessey  
Department of Labor & Economic Growth  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913

**RECEIVED**

OCT 27 2005

Dear Ms. Hennessey:

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about December 23, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on December 23, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 1294 represent some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Rick Ringman, International Representative, International UAW, Region 1C, 1002 East South Street, Jackson, Michigan 49203, and Joanna Wing, Chairperson, UAW Local 1294, 820 Industrial Road Marshall, Michigan 49068.

Any bumping rights for affected union-represented employees would be governed by the collective bargaining agreement between Lear and Local 1294. Bumping arrangements are not available for affected non-union employees.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

Scott A. Norris III  
Human Resources Manager



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

**Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 23, 2005.**

**Hourly Positions Affected**

Operators	2
Material Mover	1
Tool Repair	1
Maintenance	5



Lear Corporation  
Marshall  
820 Industrial Road  
Marshall, MI 49068  
USA

October 31, 2005

Phone [269] 781-2875  
Fax [269] 781-4577

Via Facsimile and First Class Mail

Ms. Deborah Hennessey  
Department of Labor & Economic Growth  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913

Dear Ms. Hennessey:

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about December 30, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on December 30, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

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If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

Scott A. Norris III  
Human Resources Manager

**RECEIVED**

NOV 07 2005

WORKFORCE TRG & DEV. DIV  
WORKFORCE PROGRAMS



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 30, 2005.

**Hourly Positions Affected**

Operators	7
Material Mover	1
Relief Operator	1



Lear Corporation  
Marshall  
820 Industrial Road  
Marshall, MI 49068  
USA

November 7, 2005

Phone [269] 781-2876  
Fax [269] 781-4577

Via Facsimile and First Class Mail

Ms. Deborah Hennessey  
Department of Labor & Economic Growth  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913

**RECEIVED**

NOV 14 2005

Dear Ms. Hennessey:

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

Lear Corporation has developed plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068. Consistent with these plans, employment separations are expected to commence on or about January 6, 2006. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on January 6, 2006. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

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Sincerely,

Scott A. Norris III  
Human Resources Manager

**RECEIVED**

NOV 14 2005

WORKFORCE TRG & DEV. DIV  
WORKFORCE PROGRAMS

**RECEIVED**

NOV 10 2005

WIA  
WORKFORCE PROGRAMS



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on January 6, 2006.

**Hourly Positions Affected**

Operators	6
Material Mover	3
Relief Operator	3
Janitor/Floor Scrubber	1
Manufacturing Clerk	1
Shipping Clerk	1
Tool Crib Attendant	1
Grinder	1
Maintenance	3
Tool Repair	1



Lear Corporation  
Marshall  
820 Industrial Road  
Marshall, MI 49068  
USA

December 16, 2005

Phone [269] 781-2876  
Fax [269] 781-4577

Via Facsimile and First Class Mail

Ms. Deborah Hennessey  
Department of Labor & Economic Growth  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913

Dear Ms. Hennessey:

Recently Lear Corporation issued WARN notices that informed you that employment separations were occurring that when finalized, would be permanent on or about the first week of January 2006. Business that was to transfer to other Lear facilities now will not be transferred in the time expected.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on February 14, 2006. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

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If you have any questions or desire additional information, please contact Scott Norris, Human Resources Manager, at 269-789-0310.

Sincerely,

Brian C. Hale  
Human Resources Supervisor

RECEIVED

DEC 20 2005

WORKFORCE TRG & DEV  
WORKFORCE PROGRAMS



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 820 Industrial Road, Marshall, Michigan 49068:

Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on February 14, 2006.

**Hourly Positions Affected**

Operators	30
Material Mover	1
Maint. Tech./ Material Mover	3
Relief Operator	3
Shipping Clerk/Janitor/Floor Scrubber	1