LEAR CORPORATION

Memorandum

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

March 21, 2005

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

Dear Mr. Woodard:

Please be advised that Lear Corporation intends to institute a series of layoffs at its facility located at Alpine, N.W., Walker, Michigan 49544. These layoffs, in the aggregate, might be considered a "mass layoff" under the Worker Adjustment and Retraining Act of 1988 ("WARN Act"). This letter constitutes formal notice of the layoffs under the WARN Act.

The first layoff will affect 36 employees and is expected to occur on May 6, 2005. Lear is providing the notice now because only within the past few days has Lear learned that its customer, suddenly and unexpectedly, advanced the date for discontinuation of the GMX-130 and P-90 programs from May 26 to May 6, 2005. The anticipated schedule of the layoffs is enclosed with each of the dates constituting the first of a 14-day window period, as provided under the WARN Act regulations, for the layoffs to occur. The layoffs are expected to be permanent and any current temporary/indefinite layoff will be converted to a permanent layoff effective as of May 6, 2005.

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 5th 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 statement of the number of employees in each classification. In accordance with the collective bargaining agreement between Lear and the UAW at the Alpine facility, "bumping rights" exist for employees represented by the Union. With respect to the Alpine 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 Darrell Boyce at 616-252-3530.

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MAR 29 2005
RAPID RESPONSE
WORKFORCE PROGRAMS

Sincerely,

Darrell L. Boyce

Darrell Boyce
Human Resource Manager

Cc: Richard Van Heukelom
Denise Dorigo Jones
John Fowler
Gary Bernath
All non represented Salaried Employees

Lear GR Program Build Out Dates

Customer	Program	Model	Replacement Program	Build Location	Program Update	Production Areas Affected	Build-Out Date	Build-out Volumes	Headcount Reductions		
									Direct	Indirect	
										Quality	Matr.
JCI-Bridgewater	GMX-270	Cadillac DeVille	GMX-272	Elsie	LFSA	82 - PWR	6/24/2005	722/day	20	1	0
Lear Windsor	GMX-310	Pontiac Bonneville	N/A	N/A	Discontinued	82 - PWR	5/26/2005	0/day - (LeSabre pickup Bonn. Volumes)	0	0	0
			N/A	N/A	Discontinued	15 - MAN	5/26/2005	0/day - (LeSabre pickup Bonn Volumes)	0	0	0
	GMX-220	Buick LeSabre	GMX-222	Elsie	LFSA	82 - PWR	9/2/2005	727/day	40	1	2
			GMX-222	Elsie	LFSA	15 - MAN	9/2/2005	727/day	10	1	1
Lear Ramos	J-Car	Pontiac Sunfire	N/A	N/A	Discontinued	23/86 - MAN	6/3/2005	589/day	16	0	0
GM-Baltimore	M-Van	Chevrolet Astro, GMC Safari	N/A	N/A	Discontinued	83 - PWR	5/13/2005	9/day	1	0	0
Lear Whiby	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		????		95 - PWR	7/1/2007	450/day	22	1	1
	GMX-365	Buick LaCrosse, Buick Allure		????		95 - PWR	7/1/2009	750/day	34	1	2
Lear Mason	GMX-130	Pontiac Grand AM	N/A	N/A	Discontinued	14/27 - MAN	5/6/2005	556/day	15	0	1
	P-90	Chevrolet Classic	N/A	N/A	Discontinued	84/90 - PWR	5/6/2005	360/day	16	1	3
									236	8	15

ALL DATES & VOLUMES ARE SUBJECT TO CHANGE

Misc.	Current	May	June	Sept.
Electricians	7	5	3	2
Toolmakers	3	2	1	1
Pipefitters	3	2	2	1
Machine 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 (610)	1	1	7	7
Union	7	7	7	7
Six Sigma	2	2	0	0
TW	7	7	7	7
Leaves	39	39	39	19
Layoff	4	0	0	0
Total Misc	**96**	**81**	**77**	**52**
Grand Total Remaining	**355**	**303**	**193**	**113**

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RAPID RESPONSE
WORKFORCE PROGRAMS

LEAR CORPORATION

Memorandum

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

April 5, 2005

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

Dear Mr. Woodard:

This is a supplement to our March 21, 2005 letter furnishing notification under WARN Act for layoffs by Lear Corporation at its facility located at 2150 Alpine, N.W., Walker, Michigan 49544. These layoffs in June and early July will affect approximately 138 employees. The anticipated schedule of the layoffs is enclosed with each of the dates constituting the first of a 14-day window period, as provided under the WARN Act regulations, for the layoffs to occur. The layoffs are expected to 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 5th 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 statement of the number of employees in each classification. The copy of this notice that is sent to the union officials identified above contains the above information and the names of the affected workers. 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 Darrell Boyce at 616-252-3530.

Sincerely,

Darrell L. Boyce
Human Resource Manager

Cc: Richard Van Heukelom
Denise Dorigo Jones
John Fowler
Gary Bernath
All non represented Salaried Employees

Lear GR Program Build Out Dates

Customer	Program	Model	Replacement Program	Build Location	Program Update	Production Areas Affected	Build-Out Date	Build-out Volumes	Headcount Reductions		
									Direct	Indirect	
										Quality	Matr.
JCI-Bridgewater	GMX-270	Cadillac DeVille	GMX-272	Elsie	LFSA	82 - PWR	6/24/2005	722/day	20	1	0
Lear Windsor	GMX-310	Pontiac Bonneville	N/A	N/A	Discontinued	82 - PWR	5/26/2005	0/day - (LeSabre pickup Bonn Volumes)	0	0	0
			N/A	N/A	Discontinued	15 - MAN	5/26/2005	0/day - (LeSabre pickup Bonn. Volumes)	0	0	0
	GMX-220	Buick LeSabre	GMX-222	Elsie	LFSA	82 - PWR	9/2/2005	727/day	40	1	2
			GMX-222	Elsie	LFSA	15 - MAN	9/2/2005	727/day	10	1	1
Lear Ramos	J-Car	Pontiac Sunfire	N/A	N/A	Discontinued	23/86 - MAN	6/3/2005	569/day	16	0	0
GM-Baltimore	M-Van	Chevrolet Astro, GMC Safari	N/A	N/A	Discontinued	83 - PWR	5/13/2005	9/day	1	0	0
Lear Whiby	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		????		95 - PWR	7/1/2007	450/day	22	1	1
	GMX-365	Buick LaCrosse, Buick Allure		????		95 - PWR	7/1/2009	750/day	34	1	2
Lear Mason	GMX-130	Pontiac Grand AM	N/A	N/A	Discontinued	14/27 - MAN	5/6/2005	556/day	15	0	1
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Electricians	7	5	3	2
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Machine 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 (610)	1	1	7	7
Union	7	7	7	7
Six Sigma	2	2	0	0
TW	7	7	7	7
Leaves	39	39	39	19
Layoff	4	0	0	0
Total Misc	**96**	**81**	**77**	**52**
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JUL 06 2005

RAPID RESPONSE
WORKFORCE PROGRAMS

LEAR CORPORATION

Memorandum

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

July 1, 2005

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

Dear Mr. Woodard:

This is a supplement to our March 21, 2005, letter and April 5, 2005, letter furnishing notification under WARN Act for layoffs by Lear Corporation at its facility located at 2150 Alpine, N.W., Walker, Michigan 49544. These layoffs in late August and early September will affect approximately 109 employees. The anticipated schedule of the layoffs is enclosed with each of the dates constituting the first of a 14-day window period, as provided under the WARN Act regulations, for the layoffs to occur. The layoffs are expected to 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.

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

Sincerely,

Darrell L. Boyce
Human Resource Manager

Cc: Richard Van Heukelom
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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
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