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WORKFORCE TRANSITION

Lear Corporation
Lear Electronics and Electrical Division
1567 S. Airport Road W.
P.O. Box 1049
Traverse City, MI 49685-1049
USA

Phone (231) 947-3000

April 7, 2003

Ms. Deborah Hennessey
Workforce Transition Unit
Michigan Department of Career Development
Workforce Programs
Victor Office Center – 5th Floor
201 North Washington Square
Lansing MI 48913

Dear Ms. Hennessey;

This letter is to inform you that Lear Corporation, 1567 S. Airport Road, Traverse City, MI 49686 is anticipating laying off employees at this location. These layoffs could reach levels that would require triggering of the WARN Act. As volume releases from our customers are not in our control, being proactive as the overall impact of the next six month period, we are issuing this letter to trigger the WARN act due to losing contracts to supply various customers product for the 2004 model year.

Month	Employment Level	Current Estimated manning change during month	Percent layoff over a 90 day (three month) period
Baseline end of March 03	451		
April	445	6	
May	435	10	
June	400	35	11.3% 4/03 – 6/03
July	375	25	15.7% 5/03 – 7/03
August	300	75	31.0% 6/03 – 8/03
September	292	8	27.0% 7/03 – 9/03

This location's hourly employees are represented by the UAW local 2403, Ron Zimba, Chairperson, 1567 S. Airport, Traverse City, MI 49686.

If you have any questions regarding this information, please feel free to contact me. Thank you.

Sincerely,

Barbara C. Howard

Barbara C. Howard
Human Resources Manager
1567 S. Airport Road
Traverse City MI 49686

cc: w/attachments

- R. Zimba, UAW Chairperson, S. Airport, w/o attachments
- L. Wilson, Garfield Twp. Supr., w/o attachments

Salaried Employees:

Senior Technician

Supervisor II

Supervisor I

Supervisor I



November 10, 2003

Ms. Deborah Hennessey
Workforce Transition Unit
Michigan Department of Career Development
Workforce Programs
Victor Office Center – 5th Floor
201 North Washington Square
Lansing MI 48913

Dear Ms. Hennessey;

This letter is to inform you that Lear Corporation, 1567 S. Airport Road, Traverse City, MI 49686 intends to cease production and close this facility. This letter constitutes formal notice of the closure as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Lear anticipates the permanent closure of the plant will occur on or around July 30, 2004. The first scheduled employee separations will commence on or around January 10, 2004. Any current or prospective temporary layoff will be converted to permanent termination on the day the plant closes. Current employees at this facility have no right to bump Lear employees at other Lear facilities.

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

Ron Zimba, Chairperson, UAW Local 2403
1567 S. Airport Rd.
Traverse City, MI 49686.

Lee Wilson, Garfield Township Supervisor
Charter Township of Garfield
3848 Veterans Drive
Traverse City, MI 49684

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of the affected positions by job title and statement of the number of employees in each job classification. The copy of this notice that is sent to the unions (and union officials) identified above contains the above information and the names of the affected workers. The U.S. Department of Labor has certified a petition of eligibility for adjustment assistance under the Trade Act of 1974. (TA-W-52, 843)

If you have any questions regarding this information, please feel free to contact me at the address and phone number listed below. Thank you.

Sincerely,

Barbara C. Howard
Human Resources Manager
1567 S. Airport Road
Traverse City MI 49686
(231) 995-7182

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