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WORKFORCE TRANSITION

## Memorandum

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

February 27, 2004

Garry Bernath  
UAW Solidarity House  
8000 East Jefferson Ave.  
Detroit, MI 48214

Dear Mr. Bernath:

Please be advised that Lear Corporation intends to cease production and close its facility located at 4425 Purks Drive, Auburn Hills, Michigan 48326. This letter constitutes formal notice of the closure as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Lear anticipates that the permanent closure of the plant will occur on or around May 2, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure to occur. The first scheduled employee separations will commence on or around May 2, 2004. Any current or prospective temporary layoff will be converted to permanent termination on the date the plant closes.

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

Larry Rodges, UAW Chairman Local 5960, 4425 Purks Dr., Auburn Hills, MI 48326

Pat Sweeney, UAW President Local 5960, 180 E. Silverbell, Lake Orion, Michigan 48360

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

Mari Harvey- Edwards, Mayor of Auburn Hills, 1827 North Squirrel Rd., Auburn Hills, Michigan 48326

Brian Johnson, UAW Regional Representative, UAW Region 1, 27800 George Merrelli Dr., Warren, MI 48092-2767

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 unions (and union officials) identified above contains the above information and the names of the affected workers. With respect to the nonrepresented salaried employees receiving this notice, no "bumping rights" exist.

If you need additional information please contact Kim Van Sickle at 248-276-8484.

Sincerely,

Kim Van Sickle  
Human Resource Manager – Rochester Hills/Auburn Hills

Cc: Ryan Brueckner  
Richard Van Heukelom  
John Fowler  
All nonrepresented Salaried Employees of Auburn Hills



## *Memorandum*

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

April 30, 2004

Garry Bernath  
UAW Solidarity House  
8000 East Jefferson Ave.  
Detroit, MI 48214

**RE: Extension of WARN Notice**

Dear Mr. Bernath:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear Corporation is extending the notice contained in its February 26, 2004 letter to you regarding the closing of its facility located at 4425 Purks Drive, Auburn Hills, Michigan 48326.

Lear anticipates that the permanent closure of the plant will now occur on or around June 18, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure to occur. The reason for the extension is ongoing collective bargaining with the UAW for continued operation of the facility.

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

Larry Rodges, UAW Chairman Local 5960, 4425 Purks Dr., Auburn Hills, MI 48326

Pat Sweeney, UAW President Local 5960, 180 Silverbell Rd., Lake Orion, Michigan 48035

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

Mari Harvey-Edwards, Mayor of Auburn Hills, 1827 North Squirrel Road, Auburn Hills, Michigan 48326

Brian Johnson, UAW Regional Representative, UAW Region 1, 27800 George Merrelli Dr., Warren, MI 48092-2767

If you need additional information please contact Kim Van Sickle at 248-276-8484.

Sincerely,

Kim Van Sickle  
Human Resource Manager – Rochester Hills/Auburn Hills

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