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MAR 2 2004

WORKFORCE TRANSITION

Memorandum

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

February 26, 2004

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

Dear Ms. Hennessey,

Lear Corporation is currently engaged in collective bargaining with the UAW and Local 1231 at the Grand Rapids plant. If those negotiations do not result in a collective bargaining agreement which is approved by the union and ratified by the members, please be advised that Lear intends to cease production and permanently close its facility located at 2150 Alpine NW, Grand Rapids, Michigan 49544 commencing on or around May 2, 2004. If the parties are able to reach and ratify an agreement, instead of a plant closure there would be a permanent layoff of approximately 350 employees commencing 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/permanent layoffs to occur. This letter constitutes formal notice of the closure/permanent layoffs as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Any current or prospective temporary layoff will be converted to permanent termination on the date of the plant closure or permanent layoffs.

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

Lonnie McCaleb, UAW Chairman Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

Garry Bernath UAW International Representative UAW Solidarity House 8000 East Jefferson Ave.
Detroit, Michigan 48214

Robert VerHeulen, Mayor of City of Walker, 4243 Remembrance Road NW, Walker, MI 49544

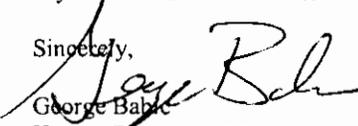
Glenn Kade, UAW President Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

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

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of potentially 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 George Babic at 616-252-3530.

Sincerely,


George Babic
Human Resources Manager

Cc: John Laing
Richard Van Heukelom

John Fowler
All non represented Employees



Memorandum

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

April 30, 2004

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

RE: Extension of WARN Notice

Dear Ms. Hennessey:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear Corporation is extending notice of closing/permanent lay offs contained in its February 26, 2004 letter to you regarding its facility located at 2150 Alpine NW, Grand Rapids, Michigan 49544. Lear anticipates that the closure of the plant or permanent lay offs will now occur on or around May 17, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure/permanent layoffs 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:

Lonnie McCaleb, UAW Chairman Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

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

Robert VerHeulen, Mayor City of Walker, 4243 Remembrance Road N.W., Walker, MI 49544

Glenn Kade, UAW President Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

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

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

Sincerely,

George Babic
Human Resources Manager

Cc: John Laing
Richard Van Heukelom

John Fowler

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MAY 5 2004

WORKFORCE TRANSITION

Number of Employees

Machine Operators: 442
Hi Lift Tiering: 31
Checker Receiver: 3
Driver Licensed Semi: 3
Crib Attendant: 5
Quality Tech Floor: 12
Quality Tech Rec: 6
Power Sweeper: 12
Labor Yard: 1
Sound Booth Operator: 65
Boiler Operator: 2
Carpenter: 2
Electrician: 16
Machine Repair Machinist: 20
Millwright/Welder: 8
Painter and Glazier: 4
Pipefitter: 6
Tool Maker: 11
Truck Repair (Gas and Electric): 3
Sewing Machine Repair: 7