



Lear Corporation
Marshall
820 Industrial Road
Marshall, MI 49068
USA

Phone [269] 781-2875
Fax [269] 781-4573

2724

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

October 27, 2004

Dear Mr. Rose:

Please be advised that Lear Corporation will be experiencing a workforce reduction at the facility located at the address in the letterhead above, which may be a covered event under the Worker Adjustment and Retraining Act of 1988 (WARN).

Lear anticipates that affected employees will be laid off beginning December 26, 2004, or during the 14 day period that begins on that date. The layoff will be an indefinite layoff with no specific date to return to work. This planned action is expected to be "permanent", as that term is used in the WARN regulations, in that Lear cannot estimate any temporary duration based on available information.

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

Mr. Rick Ringman
International Staff, Region 1C
1002 East South Street
Jackson, MI 49203

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

Mr. John Miller
Mayor Marshall
323 West Michigan
Marshall, MI 49068

Ms. Sherry Taylor
Chairperson, UAW Local 1294
820 Industrial Road
Marshall, MI 49068

The copy of this notice that is sent to the local government and the state dislocated worker unit includes a list of the affected positions by job title and a 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.

With respect to each unrepresented affected salaried employee receiving this notice, be advised that we expect you will be laid off on December 31, 2004 and that no "bumping" rights exist.

If you need additional information, please contact Scott Norris at 269-789-0310.

Sincerely,

Scott A. Norris, III
Human Resource Manager

Cc; Unrepresented Affected Salaried Employees
Mr. Ron Rose
Mr. John Miller
Ms. Sherry Taylor

Enclosure: List of affected positions, Hourly & Salaried



**LIST OF SELECTED EMPLOYEE TITLES
FOR WARN NOTIFICATION LETTER ATTACHMENT**

- Material Specialist
- Supervisors (5)
- Process Technician (6)
- Quality Auditor (5)
- Quality Engineer
- Operational Improvement Engineer

Salary Total Laid Off: 19



LIST OF AFFECTED HOURLY POSITIONS
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HOURLY

Classification	Number of Employees Laid Off
Assembler	31
Floor Scrubber/Utility	2
Glue Sprayer	1
Glue Technician	2
Grinder	1
Janitor	1
Kitline Operator	12
Lead Stock	9
Maintenance A Class I	3
Maintenance B	2
Mold Setter	7
Paint Sprayer	3
Paint Technician	4
Press Operator	114
Relief Operator	17
Shipping & Receiving	5
Shipping Clerk	1
Tool Crib Attendant	2
Tool Repair	2



LIST OF AFFECETED SALARIED POSITIONS

- Material Specialist
- Supervisors (5)
- Process Technician (6)
- Quality Auditor (5)
- Quality Engineer
- Operational Improvement Engineer

Salary Total Laid Off: 19