



April 27, 2005

Lear Corporation  
1000 Ternes Dr.  
Monroe, MI  
48162  
**RECEIVED**  
MAY 02 2005  
TEL (734) 241-4882  
Fax (734) 241-5097

Via Facsimile and First Class Mail

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

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

Dear Ms. Hennessey:

Lear Corporation has developed plans to restructure certain operations at the facility located at 1000 Ternes Drive, Monroe, Michigan 48162. Consistent with these plans, employment separations are expected to commence on or about June 28, 2005. We anticipate that these plans, when finalized, would be permanent and would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on June 28, 2005. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 3000 represent some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Mike Thornton, President, and Thomas Rhoden, Chairman, UAW Local 3000, 22693 Van Horn, Woodhaven, MI 48183, and Greg Drudi, International Representative, International UAW, Region 1A, 9650 S. Telegraph Road, Taylor, MI 48180.

Any bumping rights for affected union-represented employees would be governed by union agreements. Bumping arrangements are not available for affected non-union employees.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

If you have any questions or desire additional information, please contact Belinda Gandy, Human Resources Manager, 1000 Ternes Drive, Monroe, Michigan 48162, (734) 564-9483.

Very truly yours,

LEAR CORPORATION

By

Belinda Gandy

Human Resources Manager

## LEAR CORPORATION

### ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by Lear Corporation's plans to restructure certain operations at the facility located at 1000 Ternes Drive, Monroe, Michigan 48162:

1. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on June 28, 2005.

Assembly	159 employees
Production	31 employees
Semi-skilled	5 employees
Skilled	7 employees
Supervisors	8 employees
Team Leaders	5 employees
Plant Manager	2 employees
Quality Engineer	2 employees
Quality Supplier	1 employee
Logistics	1 employee
Scheduler	2 employees
Plant Nurse	1 employee
Human Resource Adm.	1 employee
Operator	1 employee
Accounts Payable Clerk	2 employees
Controller	1 employee
Accountant	1 employee
Payroll/Benefits Adm.	1 employee