Lear Corporation
Seating Systems Division
Romulus Plant
36310 Eureka Road
Romulus, MI 48174
Desk (734) 942-6694
Fax (734) 942-6695

June 4, 2007

John Uram
International Representative
Region 1A
9650 S. Telegraph Road
Taylor, MI 48180

Dear Mr. Uram:

Please be advised that Lear Corporation plans a workforce reduction at its facility located at 36310 Eureka Rd. in Romulus, MI 48174. Lear expects these layoffs to be permanent. The initial scheduled layoffs will commence on approximately June 4, 2007. Lear designates this date as the first of a 14-day window period for the layoffs to occur. The next scheduled layoffs will commence on approximately June 25, 2007. Lear designates this date as the first of a 14-day window period for this next set of layoffs to occur. UAW Local 174 represents the hourly employees at the Romulus facility.

While Lear does not believe that these layoffs constitute a "mass layoff" under the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear is nevertheless providing this notice as a courtesy and in the interest of cooperation. Lear is providing less than 60 days notice because the layoffs were caused by an unforeseen business circumstance – the unexpected loss sales volume with Lear's principal customer at the Romulus facility, DCX – Warren Truck Plant.

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

Joe Musico, Chairperson, Lear Romulus Plant UAW, 36310 Eureka Road, Romulus, MI 48174

Douglas Grima, President, UAW, Westside Local 174, 29841 Van Born Road, Romulus, MI 48174

Rory Gamble, Director, Region 1A, 9650 S. Telegraph Road, Taylor, MI 48180

Deborah Hennessey,
Manager, Rapid Response Section
Michigan Department of Labor & Economic Growth
201 North Washington Square, Victor Center, 5th Floor
Lansing, Michigan 48913

Honorable Alan R. Lambert, Mayor,
11111 Wayne Road
Romulus, MI 48174

RECEIVED

JUN 06 2007

RAPID RESPONSE
WORKFORCE PROGRAMS

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 union (and union officials) identified above contains the above information and the names of the affected workers. In accordance with the collective bargaining agreement between Lear and the UAW at the Romulus Plant, "bumping rights" exist for employees represented by the Union. With respect to the Romulus Plant employees receiving this notice who are not represented by the Union, (1) no "bumping rights" exist, and (2) included with the employee's notice is a list showing on which of the above two 14-day window periods the employee's separation will occur.

If you need additional information please contact Richard Wong at 734-942-6694.

Sincerely,

Richard Wong

Richard Wong
Human Resources Manager

cc: Richard Van Heukelom
Peter J. Camarata
All nonrepresented employees of Romulus Plant