LEAR
CORPORATION

May 29, 2002

Director
Michigan Jobs Commission
Workforce Transition Unit
201 N. Washington Sq.
5th Floor
Lansing, Michigan 48913

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JUN - 4 2002
WORKFORCE TRANSITION

Dear Sir/Madam:

This letter shall constitute notice under the federal Worker Adjustment And Retraining Notification (WARN) Act that a *mass layoff* as defined in the Act is anticipated at the Lear Corporation – Romulus II facility located at 36310 Eureka Road, Romulus, Michigan. The exact date or dates the layoffs will occur is not entirely certain as the customer schedules dictate production requirements, and the transfer of the work can be accomplished, are controlling the timing issues. The best information the company has available at this time is that the layoffs will occur in late in August 2002 and impact approximately 100% of the workforce. The bargaining representative for the hourly employees is UAW Local 174, located at 6494 West Warren Ave. Detroit, MI 48210, President Jim Baker. We have provided the union with a current seniority list of the hourly employees, a copy of which is enclosed.

The entire plant is being closed and Lear Corporation is hopeful about the prospect that some or all of the employees can be placed elsewhere in the future. However, please be advised that there is a provision in our labor agreement that gives employees, in the event of a *plant lay off* (as defined by the contract), the opportunity to preferential hiring treatment in our Romulus I Facility. We will work diligently with the UAW to minimize the impact on employees.

Please be advised that any inquiries or requests for additional information or updates should be directed to the attention of the undersigned at either the above address or Anne Ventimiglio-Esser, Divisional Human Resource Manager at (248) 447-1114.

Sincerely,

Ed Surano