



2200 Linden Avenue
Zanesville, OH 43701
(740) 452-2781 Phone
(740) 454-7136 Fax

September 12, 2008

Jim Turner
Chief, Rapid Response Section
Ohio Department of Job and Family Services
4020 E. 5th Avenue
Columbus, OH 43219

Re: WARN Act Notice

Dear Mr. Turner:

Please be advised that Lear Corporation is furnishing notification under the Worker Adjustment and Retraining Notification Act ("WARN") of its intent to cease production and close its facility located at 2200 Linden Ave., Zanesville, OH 43701 (the "Zanesville Plant").

Lear anticipates that the permanent closure of the Zanesville Plant will occur on September 30, 2009. Lear designates this date as the first of a 14-day window period for the plant closure to occur. The first scheduled employee separations will commence on March 27, 2009 (or a 14-day window period starting with such date), followed by additional separations in April, June and July 2009, culminating with the final separations with the plant closure. Any employee on leave or who is currently (or prospectively) on temporary layoff and is not converted to a permanent termination prior to the plant closing will be converted to permanent termination on the date the plant closes.

By copy of this letter, the following also have been given notice of the plant closure and first scheduled employee separations:

Mr. Joseph Gresham
Business Representative
International Association of Machinists and Aerospace Workers, AFL-CIO
District Lodge 34
801 Main Avenue
Nitro, WV 25143

Mr. Mark Chema
President, Local Lodge No. 1628
1526 Bluff St.
Zanesville, OH 43701

Honorable Butch Zwelling
401 Market Street
City Hall
1st Floor, Room 105
Zanesville, OH 43701

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 (Attachment A). The copy of this notice that is sent to the union (and union officials identified above) includes a list of affected positions in the bargaining unit by job title and statement of the number of employees in each classification (Attachment 1) and a seniority listing of employees in the bargaining unit (Attachment 2). In accordance with the collective bargaining agreement between Lear and the IAM at the Zanesville Plant, "bumping rights" exist for employees represented by the Union. With respect to the Zanesville Plant salaried employees receiving this notice who are not covered under the Collective Bargaining Agreement, (1) no "bumping rights" exist. Due to the amount of advance notice provided in this letter, changes to reduction plans may occur and employees will receive further clarification as plans and timing solidify.

If you need additional information, please contact me at (740) 450-1068.

Sincerely,

Lear Corporation

Kristin Nowak
Human Resources Manager

cc: All non-represented employees

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 close operations at the facility located at 2200 Linden Ave., Zanesville, Ohio 43701:

Assembler	39
Accountant	2
Accounting Specialist II	1
Automation Technician	9
Continuous Improvement Support	1
Engineer I	2
Engineer II	2
Gen Electrical & Maintenance	1
HR Specialist I	1
Janitor	3
Machinist "A"	3
Maintenance Supervisor	2
Material Handler	14
Materials Administrator	1
Materials Coordinator	1
Materials Specialist I	1
Materials Specialist II	2
Materials Supervisor	1
Plant Controller	1
Plant Manager	1
Process Technician	4
Production Manager	1
Program Manager	1
Quality Engineer	4
Quality Manager	1
Quality Supervisor	1
Receiving Inspector	3
Senior Engineer	1

Senior Programmer	1
Solder Technician	73
Spring Set-up & Operate	1
Staff Manager	3
Staff Support	3
Supervisor I	5
Supervisor II	3
Technical Prev Maint 2	5
Technical Prev Maint 3	1
Technician	2
Tool Crib Attendant	1
Truck Driver/Matl Handler	1
Wire Room Technician	1