



## Memorandum

Detroit Plant  
4600 Nancy Avenue  
Detroit, MI 48212

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RAPID RESPONSE  
WORKFORCE PROGRAMS

March 9, 2007

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

Dear Mr. Uram:

Please be advised that Lear Corporation intends to cease production and close its facility located at 4600 Nancy Avenue, and 17333 Healy, Detroit, Michigan 48212 (collectively "Detroit Plant"). This letter constitutes formal notice of the closure as required under the Worker Adjustment and Retraining Notification Act of 1988 ("WARN").

Lear anticipates that the permanent closure of the Detroit Plant will occur on September 30, 2007. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure to occur. The first employee separations will commence on May 8, 2007 (or a 14-day window period starting with such date), followed by the separations with the plant closure. Any current or prospective temporary layoff will be converted to permanent termination on the date the plant closes.

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

John Dembowski, Chairperson, Lear Detroit Plant UAW, 4600 Nancy Avenue, Detroit, MI 48212

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  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

Honorable Kwame Kilpatrick, Mayor,  
City of Detroit  
Executive Office  
Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 1126  
Detroit, Michigan 48226

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 Detroit Plant, "bumping rights" exist for employees represented by the Union. With respect to the Detroit 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 Brenda Johnson at 313-852-7840.

Sincerely,

A handwritten signature in black ink, appearing to read 'Brenda Johnson', with a large, sweeping flourish extending to the right.

Brenda Johnson  
Human Resource Manager - Detroit Plant

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



**Memorandum**

Detroit Plant  
4600 Nancy Avenue  
Detroit, MI 48212

May 3, 2007

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

**RE: Extension of WARN Notice**

Dear Mr. Uram:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear Corporation ("Lear") is extending the notice contained in its March 9, 2007 letter regarding its intent to cease production and close its facility located at 4600 Nancy Avenue, and 17333 Healy, Detroit, Michigan 48212 (collectively "Detroit Plant"). Lear anticipates that the first employee separations will now commence on June 11, 2007 (or a 14-day window period starting with such date). Lear continues to anticipate that the remaining separations and the permanent closure of the Detroit Plant will occur on September 30, 2007. The reason for the extension is unexpected delays in removing tools and equipment from the Detroit Plant.

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

John Dembowski, Chairperson, Lear Detroit Plant UAW, 4600 Nancy Avenue, Detroit, MI 48212  
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  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

Honorable Kwame Kilpatrick, Mayor,  
City of Detroit  
Executive Office  
Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 1126  
Detroit, Michigan 48226

If you need additional information please contact Brenda Johnson at 313-852-7840.

Sincerely,

A handwritten signature in black ink, appearing to be 'B. Johnson', written over a horizontal line.

Brenda Johnson  
Human Resource Manager - Detroit Plant

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

**RECEIVED**

**MAY 07 2007**

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WORKFORCE PROGRAMS**