



**Lear Corporation**

21557 Telegraph Road  
Southfield, MI 48033  
USA

Phone (248) 447-1500

March 17, 2010

Mr. Bryan K. Barnett  
Mayor - City of Rochester Hills  
1000 Rochester Hills Dr.  
Rochester Hills, MI 48309

**Re: Request to establish an Industrial Development District  
Lear Corporation, 3000 Research Drive, Rochester Hills, Michigan 48309  
Parcel # 70-15-29-352-006**

Dear Mr. Barnett:

Lear Corporation formally requests that the City of Rochester Hills establish an Industrial Development District for its operation located at 3000 Research Drive, Rochester Hills, Michigan 48302. For your reference, you will find enclosed a legal description and site map that defines the location of the proposed district. We have also enclosed the \$500 fee to establish an Industrial Development District.

Should you have any questions or need any additional information, please contact me at (248) 447-5540.

Yours truly,

A handwritten signature in black ink, appearing to read 'Kirk L. Fisher'.

Kirk L. Fisher  
Tax Manager  
Lear Corporation  
(248) 447-5540

Enc.

Cc: Daniel B. Casey, Manager, Economic Development – City of Rochester Hills  
Ed Anzek, Director, Department of Planning and Development - City of Rochester Hills  
Bret Badertscher, Plant Manager  
Monica Acker, Plant Controller



**Lear Corporation**

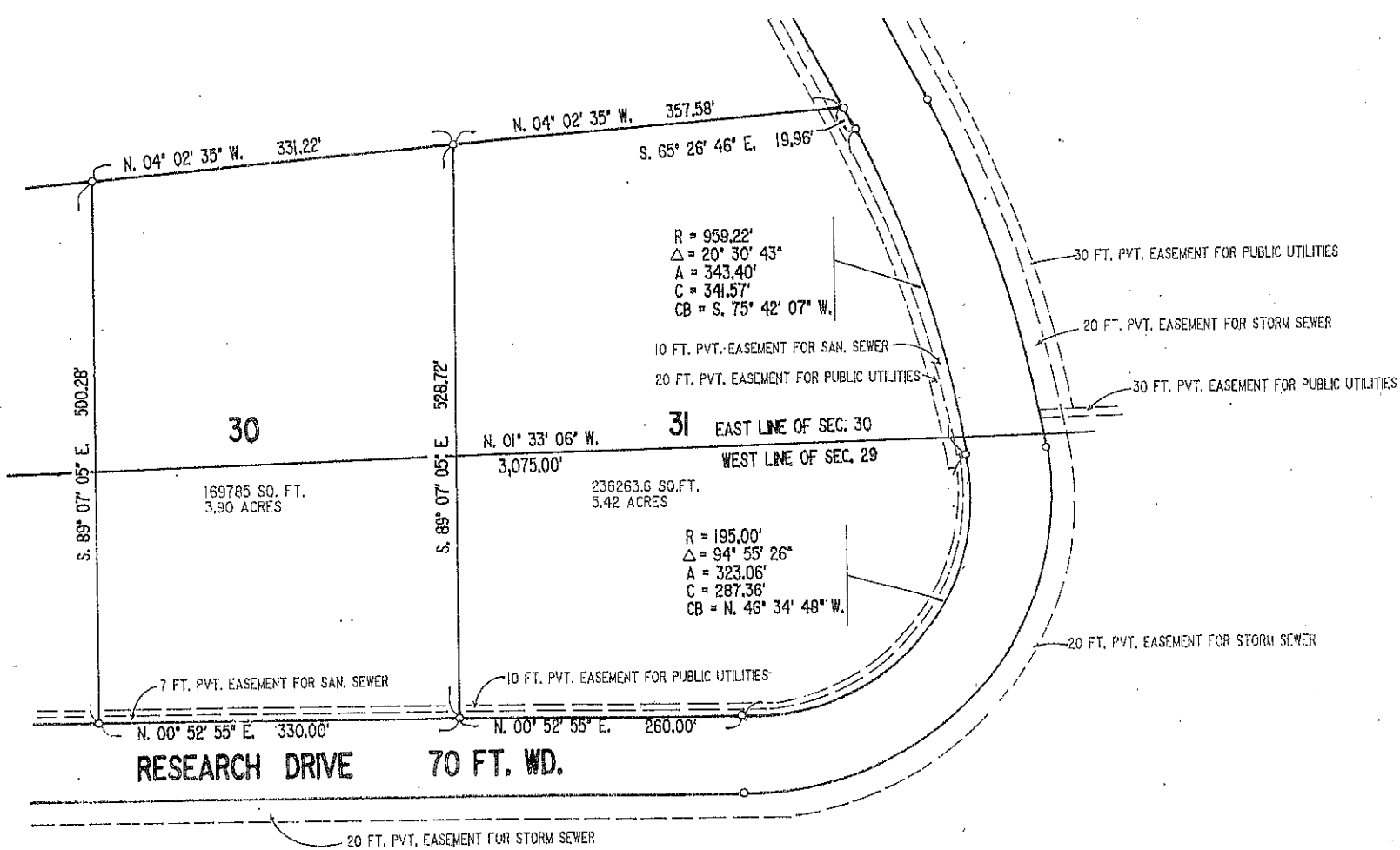
21557 Telegraph Road  
Southfield, MI 48033  
USA

Phone (248) 447-1500

Lear Corporation  
3000 Research Drive  
Rochester Hills, Michigan 48309

**LEGAL DESCRIPTION**

City of Rochester Hills - Parcel Number 70-15-29-352-006  
Part of the southwest  $\frac{1}{4}$  of section 29 and part of the southeast  $\frac{1}{4}$  of section 30, T.3N, R.11E.,  
Lot Numbers 30 and 31 of Rochester Hills Executive Park, City of Rochester Hills, Oakland  
County, Michigan LIBER 199, Page 27 and 28, Containing 9.32 +/- Acres



**LEGAL DESCRIPTION**

PART OF THE SOUTHWEST 1/4 OF SECTION 29 AND PART OF THE SOUTHEAST 1/4 OF SECTION 30, T.3N., R.1E., LOT No. 30 & 31 OF ROCHESTER HILLS EXECUTIVE PARK, CITY OF ROCHESTER HILLS, OAKLAND COUNTY, MICHIGAN LIBER 199, PAGE 27 & 28, CONTAINING 9.32 ± ACRES

**NOTE:**

PROPERTY WAS NOT SURVEYED. DIMENSIONS AND BEARINGS WERE OBTAINED FROM THE PLAT OF "ROCHESTER HILLS EXECUTIVE PARK" LIBER 199, PAGES 27 & 28 OAKLAND COUNTY RECORDS

CERTIFY TO:



**Lear Corporation**

21557 Telegraph Road  
Southfield, MI 48033  
USA

Phone (248) 447-1500

March 17, 2010

Mr. Bryan K. Barnett  
Mayor – City of Rochester Hills  
1000 Rochester Hills Drive  
Rochester Hills, MI 48309

**Re: Application for an Industrial Facility Tax Exemption Certificate  
Lear Corporation, 3000 Research Drive, Rochester Hills, Michigan 43309**

Dear Mr. Barnett:

Enclosed is Lear Corporation's application for an Industrial Facility Exemption Certificate for proposed expansion projects at Lear's Rochester Hills facility located at 3000 Research Drive, Rochester Hills, Michigan 48309. We have also enclosed the \$500 application fee payable to the City of Rochester Hills, Michigan.

The proposed projects will include minor building modifications to the existing building and the purchase and installation of new machinery and equipment and I.T. equipment with estimated costs of approximately \$2.2 million. This equipment will produce automotive seating systems for General Motors Company's GMT-900 (large trucks/SUV), T-300 (Chevy Aveo) and J-300 (Buick Verano). More importantly, the proposed projects will retain 10 salaried jobs and will create 261 new jobs for Lear's Rochester Hills operation.

Lear Corporation respectfully requests your support and the support of the Council Members of the City of Rochester by way of an approval of an Industrial Facility Exemption Certificate.

We look forward in discussing these projects with you and with the Council Members of the City of Rochester. If you have any questions or need any additional information, please contact me at (248) 447-5540.

Yours truly,

A handwritten signature in black ink that reads 'Kirk L. Fisher'.

Kirk L. Fisher  
Tax Manager  
Lear Corporation  
(248) 447-5540

Enc

Cc: Daniel B. Casey, Manager, Economic Development – City of Rochester Hills  
Ed Anzek, Director, Department of Planning and Development – City of Rochester Hills  
Bret Badertscher, Plant Manager  
Monica Acker, Plant Controller

# Application for Industrial Facilities Tax Exemption Certificate

Issued under authority of Public Act 198 of 1974, as amended. Filing is mandatory.

**INSTRUCTIONS:** File the original and two copies of this form and the required attachments (three complete sets) with the clerk of the local government unit. The State Tax Commission (STC) requires two complete sets (one original and one copy). One copy is retained by the clerk. If you have any questions regarding the completion of this form or would like to request an informational packet, call (517) 373-3272.

To be completed by Clerk of Local Government Unit	
Signature of Clerk	▶ Date received by Local Unit
STC Use Only	
▶ Application Number	▶ Date Received by STC

**APPLICANT INFORMATION**  
All boxes must be completed.

▶ 1a. Company Name (Applicant must be the occupant/operator of the facility) <b>LEAR Corporation</b>	▶ 1b. Standard Industrial Classification (SIC) Code - Sec. 2(10) (4 or 6 Digit Code) <b>336360</b>	
▶ 1c. Facility Address (City, State, ZIP Code) (real and/or personal property location) <b>3000 Research Drive, Rochester Hills, MI 48309</b>	▶ 1d. City/Township/Village (indicate which) <b>City of Rochester Hills</b>	▶ 1e. County <b>Oakland County</b>
▶ 2. Type of Approval Requested <input checked="" type="checkbox"/> New (Sec. 2(4)) <input type="checkbox"/> Transfer (1 copy only) <input type="checkbox"/> Speculative Building (Sec. 3(8)) <input type="checkbox"/> Rehabilitation (Sec. 3(1)) <input type="checkbox"/> Research and Development (Sec. 2(9))	▶ 3a. School District where facility is located <b>Avondale Community Schools</b>	▶ 3b. School Code
		4. Amount of years requested for exemption (1-12 Years) <b>12 Year PP Tax Exemption</b>

5. Per section 5, the application shall contain or be accompanied by a general description of the facility and a general description of the proposed use of the facility, the general nature and extent of the restoration, replacement, or construction to be undertaken, a descriptive list of the equipment that will be part of the facility. Attach additional page(s) if more room is needed.

The project will include minor building modifications and the purchase and installation of new machinery & equipment with estimated costs of \$2,201,300 (see attached) to produce automotive seating systems for General Motors Company's GMT-900 (large trucks/SUV's), GM T-300 (Chevy Aveo) and GM J-300 (Buick Verano).

6a. Cost of land and building improvements (excluding cost of land) .....	▶ <u>\$0.00</u>
* Attach list of improvements and associated costs.	Real Property Costs
* Also attach a copy of building permit if project has already begun.	▶ <u>\$2,201,300.00</u>
6b. Cost of machinery, equipment, furniture and fixtures .....	Personal Property Costs
* Attach itemized listing with month, day and year of beginning of installation, plus total	▶ <u>\$2,201,300.00</u>
6c. Total Project Costs .....	Total of Real & Personal Costs
* Round Costs to Nearest Dollar	

7. Indicate the time schedule for start and finish of construction and equipment installation. Projects must be completed within a two year period of the effective date of the certificate unless otherwise approved by the STC.

	<u>Begin Date (M/D/Y)</u>	<u>End Date (M/D/Y)</u>	
Real Property Improvements ▶	5/1/10	11/1/11	▶ <input checked="" type="checkbox"/> Owned <input type="checkbox"/> Leased
Personal Property Improvements ▶	5/1/10	11/1/11	▶ <input checked="" type="checkbox"/> Owned <input type="checkbox"/> Leased

▶ 8. Are State Education Taxes reduced or abated by the Michigan Economic Development Corporation (MEDC)? If yes, applicant must attach a signed MEDC Letter of Commitment to receive this exemption.     Yes     No

▶ 9. No. of existing jobs at this facility that will be retained as a result of this project. <b>10 Retained Jobs</b>	▶ 10. No. of new jobs at this facility expected to create within 2 years of completion. <b>261 New Jobs</b>
--	--

11. Rehabilitation applications only: Complete a, b and c of this section. You must attach the assessor's statement of SEV for the entire plant rehabilitation district and obsolescence statement for property. The Taxable Value (TV) data below must be as of December 31 of the year prior to the rehabilitation.

a. TV of Real Property (excluding land) .....	
b. TV of Personal Property (excluding inventory) .....	
c. Total TV .....	

▶ 12a. Check the type of District the facility is located in:  
 Industrial Development District       Plant Rehabilitation District


▶ 12b. Date district was established by local government unit (contact local unit)

▶ 12c. Is this application for a speculative building (Sec. 3(8))?  
 Yes     No

**APPLICANT CERTIFICATION - complete all boxes.**

The undersigned, authorized officer of the company making this application certifies that, to the best of his/her knowledge, no information contained herein or in the attachments hereto is false in any way and that all are truly descriptive of the industrial property for which this application is being submitted.

It is further certified that the undersigned is familiar with the provisions of P.A. 198 of 1974, as amended, being Sections 207.551 to 207.572, inclusive, of the Michigan Compiled Laws; and to the best of his/her knowledge and belief, (s)he has complied or will be able to comply with all of the requirements thereof which are prerequisite to the approval of the application by the local unit of government and the issuance of an Industrial Facilities Exemption Certificate by the State Tax Commission.

13a. Preparer Name Kirk L. Fisher, Tax Manager	13b. Telephone Number (248) 447-5540	13c. Fax Number (248) 447-1788	13d. E-mail Address kfisher02@lear.com
14a. Name of Contact Person Kirk L. Fisher, Tax Manager	14b. Telephone Number (248) 447-5540	14c. Fax Number (248) 447-1788	14d. E-mail Address kfisher02@lear.com
▶ 15a. Name of Company Officer (No Authorized Agents) Kirk L. Fisher, Tax Manager			
15b. Signature of Company Officer (No Authorized Agents) 		15c. Fax Number (248) 447-1788	15d. Date 3/17/2010
▶ 15e. Mailing Address (Street, City, State, ZIP Code) 21557 Telegraph Road, Southfield, MI 48033		15f. Telephone Number (248) 447-5540	15g. E-mail Address kfisher02@lear.com

**LOCAL GOVERNMENT ACTION & CERTIFICATION - complete all boxes.**

This section must be completed by the clerk of the local governing unit before submitting application to the State Tax Commission. Check items on file at the Local Unit and those included with the submittal.

▶ 16. Action taken by local government unit <input type="checkbox"/> Abatement Approved for _____ Yrs Real (1-12), _____ Yrs Pers (1-12) After Completion <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Denied (Include Resolution Denying)	16b. The State Tax Commission Requires the following documents be filed for an administratively complete application: <b>Check or Indicate N/A if Not Applicable</b> <input type="checkbox"/> 1. Original Application plus attachments, and one complete copy <input type="checkbox"/> 2. Resolution establishing district <input type="checkbox"/> 3. Resolution approving/denying application. <input type="checkbox"/> 4. Letter of Agreement (Signed by local unit and applicant) <input type="checkbox"/> 5. Affidavit of Fees (Signed by local unit and applicant) <input type="checkbox"/> 6. Building Permit for real improvements if project has already begun <input type="checkbox"/> 7. Equipment List with dates of beginning of installation <input type="checkbox"/> 8. Form 3222 (if applicable) <input type="checkbox"/> 9. Speculative building resolution and affidavits (if applicable)
16a. Documents Required to be on file with the Local Unit <b>Check or Indicate N/A if Not Applicable</b> <input type="checkbox"/> 1. Notice to the public prior to hearing establishing a district. <input type="checkbox"/> 2. Notice to taxing authorities of opportunity for a hearing. <input type="checkbox"/> 3. List of taxing authorities notified for district and application action. <input type="checkbox"/> 4. Lease Agreement showing applicants tax liability.	
16c. LUCI Code	16d. School Code
17. Name of Local Government Body	▶ 18. Date of Resolution Approving/Denying this Application

Attached hereto is an original and one copy of the application and all documents listed in 16b. I also certify that all documents listed in 16a are on file at the local unit for inspection at any time.

19a. Signature of Clerk	19b. Name of Clerk	19c. E-mail Address
19d. Clerk's Mailing Address (Street, City, State, ZIP Code)		
19e. Telephone Number	19f. Fax Number	

State Tax Commission Rule Number 57: Complete applications approved by the local unit and received by the State Tax Commission by October 31 each year will be acted upon by December 31. Applications received after October 31 may be acted upon in the following year.

Local Unit: Mail one original and one copy of the completed application and all required attachments to:

**State Tax Commission**  
**Michigan Department of Treasury**  
**P.O. Box 30471**  
**Lansing, MI 48909-7971**

(For guaranteed receipt by the STC, it is recommended that applications are sent by certified mail.)

STC USE ONLY				
▶ LUCI Code	▶ Begin Date Real	▶ Begin Date Personal	▶ End Date Real	▶ End Date Personal

**Lear Corporation**  
**3000 Research Drive**  
**Rochester Hills, MI 48309**

**2010/11 Expansion Projects**

<b>Fenton Transfer to Rochester Hills Asset Description</b>	<b>Costs</b>	<b>Type</b>	<b>Installation Date</b>
<b>GMT 900 Front Row Seats</b>			
LPS - Replacement screens and components	\$ 5,000	ME	1-Jun-10
Amerigon clip fixture	\$ 26,000	ST	1-Jun-10
New scanners	\$ 8,000	ME	1-Jun-10
Amerigon & 4way LumbarVision System	\$ 28,000	ME	1-Jun-10
RF Readers	\$ 3,300	ME	1-Jun-10
Amerigon End Of Line Electrical Test Equipment	\$ 10,000	TE	1-Jun-10
<b>GMT 900 Rear Seats</b>			
Second Row Seats Assembly Line Modifications	\$ 25,000	ME	1-Jun-10
Second Row Seats end of line move/ relocation	\$ 20,000	ME	1-Jun-10
Modify RH Assembly Pallets	\$ 25,000	ME	1-Jun-10
New Assembly Pallets	\$ 35,000	ME	1-Jun-10
Back Stuffers	\$ 17,000	ST	1-Jun-10
<b>GMT 900 Shipping System</b>			
Front row FGI expansion	\$ 50,000	ME	1-Jun-10
Remove RH GMT 900 stripper system	\$ 50,000	ME	1-Jun-10
Remove RH Second row FGI	\$ 5,000	ME	1-Jun-10
Second row FGI replacement	\$ 200,000	ME	1-Jun-10
Added inbound shipping racks	\$ 24,000	ME	1-Jun-10
Added outbound shipping racks	\$ 24,000	ME	1-Jun-10
<b>GMT 900 Automation</b>			
Seat transfer Robot	\$ 80,000	ME	1-Jun-10
<b>Total GMT-900 Estimated Costs</b>	<b>\$ 635,300</b>		

<b>GM T300 Chevy Aveo &amp; GM J300 Buick Verano Asset Description</b>	<b>Costs</b>	<b>Type</b>	<b>Installation Date</b>
Front Row Process Equipment	\$ 380,000	ME	30-Nov-11
Second Row Process Equipment	\$ 183,000	ME	30-Nov-11
Quality Control Test Equipment	\$ 13,000	TE	30-Nov-11
FGI Pallets	\$ 65,000	ME	30-Nov-11
Shipping System Equipment	\$ 46,000	ME	30-Nov-11
Shipping Pallets	\$ 365,000	ME	30-Nov-11
Shipping Trailers	\$ 75,000	ME	30-Nov-11
Special Tooling	\$ 400,000	ST	30-Nov-11
IT Equipment	\$ 39,000	CH	30-Nov-11
<b>Total GM T300 and GM J300 Estimated Costs</b>	<b>\$ 1,566,000</b>		

**GRAND TOTAL PROJECT COSTS \$ 2,201,300**



**Lear Corporation**

21557 Telegraph Road  
Southfield, MI 48033  
USA

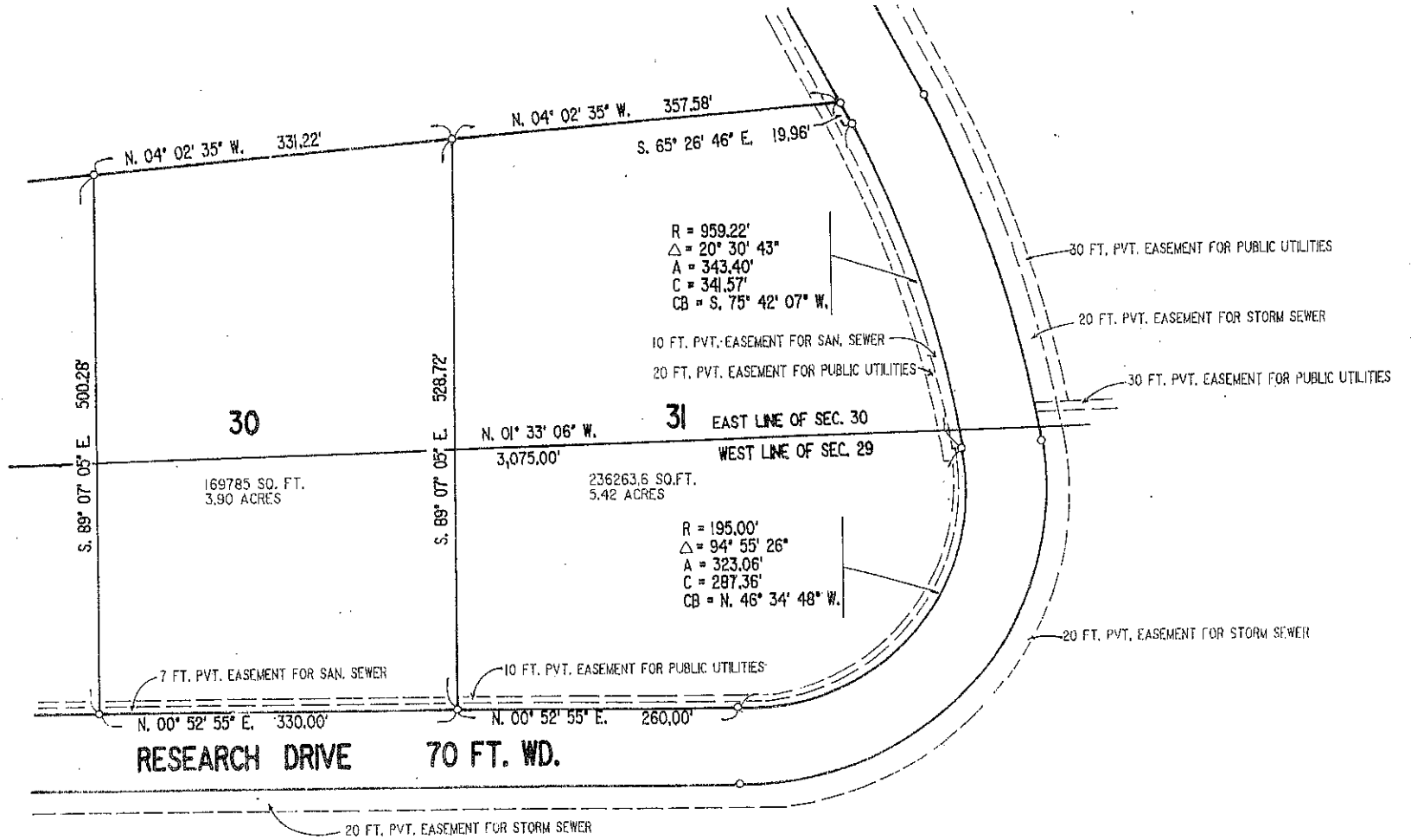
Phone (248) 447-1500

Lear Corporation  
3000 Research Drive  
Rochester Hills, Michigan 48309

**LEGAL DESCRIPTION**

City of Rochester Hills - Parcel Number 70-15-29-352-006  
Part of the southwest  $\frac{1}{4}$  of section 29 and part of the southeast  $\frac{1}{4}$  of section 30, T.3N, R.11E.,  
Lot Numbers 30 and 31 of Rochester Hills Executive Park, City of Rochester Hills, Oakland  
County, Michigan LIBER 199, Page 27 and 28, Containing 9.32 +/- Acres





**LEGAL DESCRIPTION**

PART OF THE SOUTHWEST 1/4 OF SECTION 29 AND PART OF THE SOUTHEAST 1/4 OF SECTION 30, T.3N., R.1E., LOT No. 30 & 31 OF ROCHESTER HILLS EXECUTIVE PARK, CITY OF ROCHESTER HILLS, OAKLAND COUNTY, MICHIGAN LIBER 199 , PAGE 27 & 28 , CONTAINING 9.32 ± ACRES

**NOTE:**

PROPERTY WAS NOT SURVEYED. DIMENSIONS AND BEARINGS WERE OBTAINED FROM THE PLAT OF 'ROCHESTER HILLS EXECUTIVE PARK' LIBER 199, PAGES 27 & 28 OAKLAND COUNTY RECORDS

CERTIFY TO:

**INDUSTRIAL FACILITIES EXEMPTION APPLICATION  
AFFIDAVIT OF FEES**

*IN ACCORDANCE WITH STATE TAX COMMISSION BULLETIN NO. 3 DATED JANUARY 1998, THE LOCAL UNIT AND APPLICANT FOR INDUSTRIAL FACILITIES EXPEMPTION CERTIFICATE DO HEREBY SWEAR AND AFFIRM THAT NO PAYMENT OF ANY KIND, WHETHER THEY BE REFERRED TO AS "FEES", "PAYMENT IN LIEU OF TAXES", "DONATION," OR BY OTHER LIKE TERMS, SUCH PAYMENTS ARE CONTRARY TO THE LEGISLATIVE INTENT OF ACT 198 THAT EMEMPTION CERTIFICATES HAVE THE EFFECT OF ABATING ALL AD VALOREM PROPERTYTAXES LEVIED BY TAXING UNITS WITH THE UNITS OF LOCAL GOVERNMENT WHICH APPROVES THE CERTIFICATE.*

*WE DO SWEAR AND AFFIRM BY OUR SIGNATURES BELOW THAT "NO PAYMENT OF ANY KIND IN EXCESS OF THE FEE ALLOWED, AS AMENDED BY PUBLIC ACT 323 OF 1996, HAS BEEN MADE OR PROMISED IN EXCHANGE FOR FAVORABLE CONSIDERATION OF AN EXEMPTION CERTIFICATE APLPLICATION."*

*CITY/TWP./VILLAGE OF:*

*CITY OF ROCHESTER HILLS*

*SIGNED:*

\_\_\_\_\_

*PRINT NAME:*

\_\_\_\_\_

*TITLE:*

\_\_\_\_\_

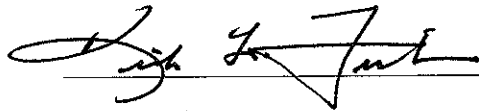
*DATED:*

\_\_\_\_\_

*APPLICANT:*

*LEAR CORPORATION*

*SIGNED:*

  
\_\_\_\_\_

*PRINT NAME:*

*KIRK L. FISHER*

*TITLE:*

*TAX MANAGER*

*DATED:*

*MARCH 17, 2010*



**Lear Corporation**

21557 Telegraph Road  
Southfield, MI 48033  
USA

Phone (248) 447-1500

## **Lear Corporation History**

Lear Corporation is one of the world's largest suppliers of automotive seating systems and electrical power management systems. The company's world-class products are designed, engineered and manufactured by a diverse team of 75,000 employees at 197 locations in 35 countries.

### **The Early Years**

Lear was founded as American Metal Products in Detroit, Mich., on August 24, 1917. The company began operations as a single plant with 18 employees manufacturing tubular, welded and stamped steel assemblies for the aircraft and automotive industries. Its first major automotive customers were Ford Motor Company and General Motors Corporation.

By the early 1930s, American Metal Products had added Chrysler and International Harvester as customers and by 1939, the company had broken the \$1 million sales mark. By the end of 1941, the company had 12 customers, seven automotive manufacturers and five automotive parts suppliers and approximately 900 employees.

During the World War II period of 1944-1947, all non-military automotive and truck manufacturing was suspended and American Metal Products converted production to military airplane assemblies and parts as well as axle housings for military trucks. After the war, the company continued a strong growth pattern and expanded its customer base to the Canadian automotive industry with the purchase of General Spring Products of Ontario in 1954.

Growth in the trucking industry in the 1960s prompted American Metal Products to invest \$7 million in an automated process for manufacturing truck-axle housings. The new program earned a story in Newsweek magazine entitled, "How to Put Steam in American Business."

### **Expansion Overseas; Introduction of the Lear Name**

In 1961, the company's expansion extended to Europe in its first successful bid in the overseas market with Fiberglide bearings. In 1963, the purchase of the No-Sag Spring Company was the most important acquisition of the decade for American Metal Products, adding 22 new plants in the United States, Canada, Europe and Latin America as well as eight licensee companies overseas. With its expansion abroad, the company had become the sole manufacturer of truck and furniture seating on a worldwide basis.

The Lear company name dates to 1964, when American Metal Products merged with Lear Siegler, Inc. creating the nation's largest independent supplier of automotive seat assemblies. Lear Siegler was formed two years prior when Lear Inc. founder William Lear sold the

automotive radio and electrically operated actuating systems company to The Siegler Corporation after failing to convince his business colleagues to branch off into the passenger jet business.

Lear Siegler became a multi-market corporation with 47 divisions and subsidiaries grouped into six major areas: avionics, fabricated products, commercial electronics, climate control, power equipment and systems & services. By 1967, it maintained 92 facilities in 27 states and 16 foreign countries.

The 1970s marked the decade during which the company's sales reached \$1 billion, positioning Lear Siegler as the largest independent supplier of seating assemblies in the worldwide market. The company manufactured 2% of the car seat assemblies and 20% of the truck seats produced by independent sources in North America.

Working to strengthen its role in the automotive and agricultural industries, Lear Siegler reduced its market categories to three: electronic & electromechanical products; vehicle components and industrial & agricultural products.

The 1980s presented the most historic years for the company, which was now organized into six areas: aerospace, automotive/agricultural, automotive service products, material handling/machine tool, electronics & commercial products. In 1987, a leveraged buyout of Lear Siegler was launched that resulted in the sale of all of the company's divisions, but left the automotive division undisturbed. The General Seating Division was incorporated as the Lear Siegler Seating Corporation and a year later, Lear Holdings Corporation was organized by management to buyout the automotive operations.

### **The Transition into Global Auto Supplier**

Lear Siegler Seating entered the 1990s determined to further strengthen its position as the leader in automotive seating and changed the company name to Lear Seating Corporation to distance itself from the former operations. The growth the company had attained through a leadership position in service, quality, technology and price was a catalyst for the 1993 decision to file an initial public offering registration statement with the Securities & Exchange Commission to gain approval to sell shares of Lear Seating to the general public. Lear Seating went public on the New York Stock Exchange in 1994, with the ticker symbol LEA.

In 1995, Lear Seating advanced from the world's largest seat manufacturer to become the largest, fully integrated automotive interior supplier in the world. Strengthening its "one-stop-shopping" even further in 1996, the company became the world's only independent automotive supplier with in-house capabilities in five interior systems: seating; flooring & acoustics; door panels & interior trim; overhead systems and instrument panels. To more closely match its total interior capability, Lear Seating dropped the word "seating" from its name and became simply Lear Corporation.

The 1990s marked a period of phenomenal growth for Lear, with 17 major acquisitions, including the \$2 billion purchase of United Technologies Automotive in 1999 as well as its 18th acquisition in 2004 of Grote & Hartmann which further grew Lear's electronics and electrical distribution systems business.

## **Lear Today**

In March 2007, Lear transferred to IAC North America substantially all of its Interior business in the U.S., Canada and Mexico, consisting of 26 manufacturing facilities as well as interests in two joint ventures in China related to the production of instrument panels and cockpit systems, headliners and overhead systems, door panels and interior trim for various original equipment manufacturers. The divestiture was part of Lear's strategy to focus on delivering superior quality and service to its customers and to invest in further strengthening the core automotive Seating and Electrical Power Management Systems businesses.

In 2009, Lear established a global operating structure for its Seating and Electrical Power Management Systems businesses. This new structure best supports the global strategies of Lear's customers and allow the Company to take full advantage of its global scale, leverage its worldwide engineering and product development resources and access the lowest possible manufacturing and sourcing available. Louis R. Salvatore was appointed president, Global Seating Systems, and Raymond E. Scott was named president, Global Electrical Power Management Systems.