

LEAR GLOBAL PURCHASING SUPPLIER BULLETIN

STATUS	BULLETIN #	SUBJECT	RELEASE DATE
NEW	56430-46	NA Suppliers Diversity Reporting	02/22/06

To All Lear North American Suppliers:

Effective immediately, the current online method of reporting diverse supplier purchases (at access2.lear.com) of your quarterly information regarding purchases of products and services made from “Certified Minority Business Enterprises” (MBE) and “Certified Women Business Enterprises” (WBE) **has been replaced with the M-Tier Diversity Reporting system.**

This system, funded by the Ford Motor Company and co-developed with CVM DiversityQuest, will take diverse supplier reporting to the next level and will also enable you to initiate your own Tier 2 reporting program.

A copy of the M-Tier Diversity Reporting System is posted on access2.lear.com, under Quick References and may be downloaded for your review.

Vision of Lear’s Tier 2 Program

To align the goals and values of our Tier 1 suppliers with Lear's mission to economically empower diverse communities.

Mission

To ensure the development and increased presence of diverse companies throughout the value chain by requiring our suppliers to report purchases with diverse enterprises and develop their own supplier diversity initiatives.

Lear’s Requirements

Lear requires all Tier 1 suppliers in North America to purchase 5% of their total U.S. purchases from certified minority-owned businesses.

- ◆ Your minority sourcing percentage and supplier diversity initiative will result in a Green/Yellow/Red rating.
- ◆ Based on your rating, Lear will send a follow-up letter defining next steps.
- ◆ Minority sourcing performance is considered in making future sourcing decisions as well as in selecting recipients for Lear's Supplier Hall of Fame Award.
- ◆ The Lear Supplier Diversity and Development office will provide training resources to assist your company in using the reporting system.

Definitions

- ◆ Certified MBEs are those companies that are certified by the National Minority Supplier Development Council or one of its affiliates.
- ◆ Certified WBEs are those companies that are certified by the Women’s Business Enterprise National Council (WBENC) or the National Association of Women Business Owners (NAWBO).

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2006 Reporting Schedule

1 st Quarter	Due April 10, 2006	3 rd Quarter	Due October 9, 2006
2 nd Quarter	Due July 10, 2006	4 th Quarter	Due January 8, 2007

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Supplier Instructions:

Prior to the 1st Qtr reporting date of April 10, 2006:

1. Logon to the online application at www.m-tier.com
2. Create your company profile in M-Tier.

This will include:

- **Reporting Contact Information**
The person who completes the Quarterly Minority Sourcing Reports to Lear.
- **Federal Tax ID Number**
A nine-digit number supplied by the United States Federal Government. This information will be used as a unique identifier for your company. Your Accounts Payables Department may be able to provide you with this number.
- **Executive Contact Info**
The name of the person who will interface with the Office of supplier Diversity at Lear Corporate Purchasing.

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→ **Supplier Diversity Contact Info**

If applicable, this is the person at your company who has responsibility for Supplier Diversity. This person's title could be Supplier Diversity Manager or Director.

3. If your company does not have access to the application, please send an email to supplierdiversity@lear.com that includes your company's name and contact information (name, phone & fax number).
4. You will receive one user ID specific to your company.

**If you have any questions regarding this reporting requirement,
please contact the Office of Supplier Diversity at:**

Supplierdiversity@lear.com