

LEAR CORP  
Form 3  
October 09, 2007

**FORM 3 UNITED STATES SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

OMB APPROVAL

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**INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934,  
Section 17(a) of the Public Utility Holding Company Act of 1935 or Section  
30(h) of the Investment Company Act of 1940

(Print or Type Responses)

|   |         |                                      |  |  |
|---|---------|--------------------------------------|--|--|
| 1. Name and Address of Reporting Person * |         | 2. Date of Event Requiring Statement | 3. Issuer Name <b>and</b> Ticker or Trading Symbol |  |
| Â SALVATORE LOUIS R                       |         | (Month/Day/Year)                     | LEAR CORP [LEA]                                    |  |
| (Last)                                    | (First) | (Middle)                             | 4. Relationship of Reporting Person(s) to Issuer   | 5. If Amendment, Date Original Filed(Month/Day/Year)                   |
| 21557 TELEGRAPH ROAD                      |         |                                      | (Check all applicable)                             |  |
| (Street)                                  |         |                                      | <input type="checkbox"/> Director                  | <input type="checkbox"/> 10% Owner                                     |
| SOUTHFIELD,Â MIÂ 48033                    |         |                                      | <input checked="" type="checkbox"/> Officer        | <input type="checkbox"/> Other   |
| (City)                                    | (State) | (Zip)                                | (give title below)                                 | (specify below)  |
|   |         |                                      | SVP & Pres Gbl Asian Ops/Custs                     | 6. Individual or Joint/Group Filing(Check Applicable Line)             |
|   |         |                                      |  | <input checked="" type="checkbox"/> Form filed by One Reporting Person |
|   |         |                                      |  | <input type="checkbox"/> Form filed by More than One Reporting Person  |

**Table I - Non-Derivative Securities Beneficially Owned**

| 1. Title of Security (Instr. 4) | 2. Amount of Securities Beneficially Owned (Instr. 4) | 3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5) | 4. Nature of Indirect Beneficial Ownership (Instr. 5) |
|---------------------------------|---|--|---|
| Common Stock                    | 2,524   | D  | Â   |

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

SEC 1473 (7-02)

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**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

| 1. Title of Derivative Security (Instr. 4) | 2. Date Exercisable and Expiration Date (Month/Day/Year) | 3. Title and Amount of Securities Underlying Derivative Security (Instr. 4) | 4. Conversion or Exercise Price of Derivative Security | 5. Ownership Form of Derivative Security: Direct (D) or Indirect | 6. Nature of Indirect Beneficial Ownership (Instr. 5) |
|--|--|---|--|--|---|
|  | Date Exercisable   | Title   | Amount or Number of                                    |  |   |

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|                          |            |            |              | Shares   |          | (1)<br>(Instr. 5) |   |
|--------------------------|------------|------------|--------------|----------|----------|-------------------|---|
| Restricted Stock Units   | Â (1)      | Â (1)      | Common Stock | 5,054.21 | \$ (2)   | D                 | Â |
| Restricted Stock Units   | Â (3)      | Â (3)      | Common Stock | 6,235.46 | \$ (2)   | D                 | Â |
| Restricted Stock Units   | Â (4)      | Â (4)      | Common Stock | 4,860    | \$ (2)   | D                 | Â |
| Restricted Stock Units   | Â (5)      | Â (5)      | Common Stock | 10,000   | \$ (2)   | D                 | Â |
| Restricted Stock Units   | Â (6)      | Â (6)      | Common Stock | 4,500    | \$ (2)   | D                 | Â |
| Restricted Stock Units   | Â (7)      | Â (7)      | Common Stock | 6,300    | \$ (2)   | D                 | Â |
| Stock Appreciation Right | Â (8)      | 11/10/2012 | Common Stock | 40,500   | \$ 27.74 | D                 | Â |
| Stock Appreciation Right | Â (9)      | 11/09/2013 | Common Stock | 18,900   | \$ 31.32 | D                 | Â |
| Option (Right to Buy)    | 06/14/2005 | 06/14/2012 | Common Stock | 30,000   | \$ 41.83 | D                 | Â |

## Reporting Owners

| Reporting Owner Name / Address                                      | Relationships |           |  |       |
|---|---------------|-----------|--|-------|
|   | Director      | 10% Owner | Officer                                | Other |
| SALVATORE LOUIS R<br>21557 TELEGRAPH ROAD<br>SOUTHFIELD,Â MIÂ 48033 | Â             | Â         | Â SVP & Pres<br>Gbl Asian<br>Ops/Custs | Â     |

## Signatures

/s/ Karen Rosbury, as attorney-in-fact 10/09/2007

\*\*Signature of Reporting Person Date

## Explanation of Responses:

\* If the form is filed by more than one reporting person, see Instruction 5(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

(1) The restricted stock units were accrued on March 15, 2005 under the Lear Corporation Management Stock Purchase Plan pursuant to a deferred compensation election. Generally, units settle approximately three years from the date of grant; however, a participant may elect to defer settlement of units beyond three years. Mr. Salvatore has not, as of the date of this filing, elected to defer settlement of his 2005 units beyond 2008.

(2) 1-for-1

(3) The restricted stock units were accrued on March 15, 2007 under the Lear Corporation Management Stock Purchase Plan pursuant to a deferred compensation election. Generally, units settle approximately three years from the date of grant; however, a participant may elect to defer settlement of units beyond three years. Mr. Salvatore has not, as of the date of this filing, elected to defer settlement of his 2007

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units beyond 2010.

- (4) The restricted stock units were granted on November 13, 2003 under the Lear Corporation Long-Term Stock Incentive Plan. The units vest and settle five years from the date of grant.
- (5) The restricted stock units were granted on November 11, 2004 under the Lear Corporation Long-Term Stock Incentive Plan. One-half of the units vest and settle three years from the date of grant, and one-half of the units vest and settle five years from the date of grant.
- (6) The restricted stock units were granted on November 10, 2005 under the Lear Corporation Long-Term Stock Incentive Plan. One-half of the units vest and settle two years from the date of grant, and one-half of the units vest and settle four years from the date of grant.
- (7) The restricted stock units were granted on November 9, 2006 under the Lear Corporation Long-Term Stock Incentive Plan. One-half of the units vest and settle two years from the date of grant, and one-half of the units vest and settle four years from the date of grant.
- (8) The Stock Appreciation Rights (SARs) were granted under the Long-Term Stock Incentive Plan on November 10, 2005 and have a term of 7 years from the date of grant. One-third of the SARs vest on each of the first three anniversaries of the grant date.
- (9) The Stock Appreciation Rights (SARs) were granted under the Long-Term Stock Incentive Plan on November 9, 2006 and have a term of 7 years from the date of grant. The SARs vest on the third anniversary of the grant date.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *See* Instruction 6 for procedure.

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