

SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 11-K

(Mark One)

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 1993

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from to

Commission file number: 1-11311

LEAR PLASTICS CORPORATION 401(k) PLAN
FOR HOURLY EMPLOYEES
(Full title of the plan)

LEAR SEATING CORPORATION
(Exact name of issuer as specified in its charter)

Delaware

13-3386776

(State or other jurisdiction of
incorporation or organization)

(I.R.S. Employer Identification No.)

21557 Telegraph Road
Southfield, Michigan

48034

(Address of principal executive offices) (zip code)

(810) 746-1500

(Telephone number, including area code, of agent for service)

LEAR PLASTICS CORPORATION 401(k) PLAN
FOR HOURLY EMPLOYEES

TABLE OF CONTENTS

	PAGE
Report of Independent Public Accountants	3
Statements of Assets Available for Benefits as of December 31, 1993 and 1992	5
Statements of Changes in Assets Available for Benefits for the Year Ended December 31, 1993 and the Four Months ended December 31, 1992	6
Notes to Financial Statements	7
Schedule I - Item 27a - Schedule of Assets Held for Investment Purposes as of December 31, 1993	11
Schedule II - Item 27d - Schedule of Reportable Transactions for the Year Ended December 31, 1993	12
Signatures	13
Exhibit Index	14
Exhibit 23.1, Consent of Arthur Andersen LLP	15

REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

To the Plan Administrator of
the Lear Plastics Corporation
401(k) Plan for Hourly Employees:

We have audited the accompanying statements of assets available for benefits of LEAR PLASTICS CORPORATION 401(k) PLAN FOR HOURLY EMPLOYEES as of December 31, 1993 and 1992, and the related statements of changes in assets available for benefits for the year ended December 31, 1993 and the four months ended December 31, 1992. These financial statements and the schedules referred to below are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements and schedules based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets available for benefits of the Plan as of December 31, 1993 and 1992, and the changes in assets available for benefits for year ended December 31, 1993 and the four months ended December 31, 1992 in conformity with generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules of assets held for investment purposes and reportable transactions are presented for the purpose of additional analysis and are not a required part of the basic financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The Fund Information in the statement of net assets available for benefits and the statement of changes in net assets available for benefits is presented for purposes of additional analysis rather than to present the net assets available for plan benefits and changes in net assets available for plan benefits of each fund. The supplemental schedules and Fund Information have been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

As explained in the notes thereto, information presented in the schedule of assets held for investment purposes and the schedule of reportable transactions that accompany the Plan's financial statements do not disclose the historical cost of certain investments. Disclosure of this information is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

/s/ Arthur Andersen LLP

Detroit, Michigan
May 25, 1994.

LEAR PLASTICS CORPORATION

401(k) PLAN

FOR HOURLY EMPLOYEES

INDEX TO FINANCIAL STATEMENTS AND SCHEDULES

Statements of Assets Available for Benefits as of December 31, 1993 and 1992

Statements of Changes in Assets Available for Benefits for the Year Ended December 31, 1993 and the Four Months Ended December 31, 1992

Notes to Financial Statements

Schedule I - Item 27a - Schedule of Assets Held for Investment Purposes as of December 31, 1993

Schedule II - Item 27d - Schedule of Reportable Transactions for the Year Ended December 31, 1993

LEAR PLASTICS CORPORATION
401 (k) PLAN
FOR HOURLY EMPLOYEES

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 1993 AND 1992

	Fund Information				
	----- 1993 -----				
	Bond Fund	Equity Fund	Money Market Fund	Investment Contract Trust Fund	Total
ASSETS:					
Investments-					
Fixed Income Securities Fund - 1,913 units and 431 units as of December 31, 1993 and 1992, respectively	\$17,635	\$ -	\$ -	\$ -	\$17,635
Windsor II Fund - 2,602 units and 526 units as of December 31, 1993 and 1992, respectively	-	44,343	-	-	44,343
Money Market Fund - 5,161 units and 1,786 units as of December 31, 1993 and 1992, respectively	-	-	5,161	-	5,161
Investment Contract Trust Fund - 12,327 units and 3,475 units as of December 31, 1993 and 1992, respectively	-	-	-	12,327	12,327
Total investments	17,635	44,343	5,161	12,327	79,466
Contribution receivable	1,399	3,706	729	869	6,703
ASSETS AVAILABLE FOR BENEFITS	<u>\$19,034</u>	<u>\$48,049</u>	<u>\$5,890</u>	<u>\$13,196</u>	<u>\$86,169</u>

	Fund Information				
	----- 1993 -----				
	Bond Fund	Equity Fund	Money Market Fund	Investment Contract Trust Fund	Total
ASSETS:					
Investments-					
Fixed Income Securities Fund - 1,913 units and 431 units as of December 31, 1993 and 1992, respectively	\$ 3,817	\$ -	\$ -	\$ -	\$ 3,817
Windsor II Fund - 2,602 units and 526 units as of December 31, 1993 and 1992, respectively	-	8,377	-	-	8,377
Money Market Fund - 5,161 units and 1,786 units as of December 31, 1993 and 1992, respectively	-	-	1,786	-	1,786
Investment Contract Trust Fund - 12,327 units and 3,475 units as of December 31, 1993 and 1992, respectively	-	-	-	3,475	3,475
Total investments	3,817	8,377	1,786	3,475	17,455
Contribution receivable	-	-	-	-	-
ASSETS AVAILABLE FOR BENEFITS	<u>\$ 3,817</u>	<u>\$ 8,377</u>	<u>\$ 1,786</u>	<u>\$ 3,475</u>	<u>\$17,455</u>

The accompanying notes are an integral part of these statements.

LEAR PLASTICS CORPORATION

401(k) PLAN

FOR HOURLY EMPLOYEES

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 1993 AND
THE FOUR MONTHS ENDED DECEMBER 31, 1992

	Fund Information				
	1993				
	Bond Fund	Equity Fund	Money Market Fund	Investment Contract Trust Fund	Total
INVESTMENT INCOME (LOSS):					
Interest and dividend income	\$ 1,086	\$2,140	\$ 101	\$ 446	\$ 3,773
Net unrealized appreciation (depreciation) in value of investments	(187)	380	-	-	193
Realized gain on sale of investments	5	-	-	-	5
Net investment income	904	2,520	101	446	3,971
EMPLOYEE CONTRIBUTIONS	13,495	35,436	6,528	9,284	64,743
NET INVESTMENT TRANSFERS	818	1,716	(2,525)	(9)	-
Net increase	15,217	39,672	4,104	9,721	68,714
ASSETS AVAILABLE FOR BENEFITS, beginning of period	3,817	8,377	1,786	3,475	17,455
ASSETS AVAILABLE FOR BENEFITS, end of period	\$19,034	\$48,049	\$5,890	\$13,196	\$86,169

	Fund Information				
	Four Months Ended December 31, 1992				
	Bond Fund	Equity Fund	Money Market Fund	Investment Contract Trust Fund	Total
INVESTMENT INCOME (LOSS):					
Interest and dividend income	\$ 61	\$ 195	\$ 6	\$ 25	\$ 287
Net unrealized appreciation (depreciation) in value of investments	(6)	31	-	-	25
Realized gain on sale of investments	-	-	-	-	-
Net investment income	55	226	6	25	312
EMPLOYEE CONTRIBUTIONS	3,762	8,151	2,390	2,840	17,143
NET INVESTMENT TRANSFERS	-	-	(610)	610	-
Net increase	3,817	8,377	1,786	3,475	17,455
ASSETS AVAILABLE FOR BENEFITS, beginning of period	-	-	-	-	-
ASSETS AVAILABLE FOR BENEFITS, end of period	\$ 3,817	\$ 8,377	\$1,786	\$ 3,475	\$17,455

The accompanying notes are an integral part of these statements.

LEAR PLASTICS CORPORATION

401(k) PLAN

FOR HOURLY EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(1) PLAN DESCRIPTION

General

Effective September 1, 1992, Lear Plastics Corporation (the Company), a wholly-owned subsidiary of Lear Seating Corporation, established the Lear Plastics Corporation 401(k) Plan for Hourly Employees (the Plan). The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

Eligibility

All full-time hourly employees of Lear Plastics Corporation, who have completed one year of service and who have attained age 21, are eligible to participate in the Plan effective the first day of the quarter following completion of the Plan's eligibility requirements.

Employee Contributions

Participants may elect to defer from 1% to 16% of their compensation each Plan year, subject to Plan limitations. The amount of compensation participants elect to defer through payroll deductions is contributed to the Plan by the Company on their behalf.

Administration

The Plan administrator is responsible for general administration of the Plan for the exclusive benefit of Plan participants and their beneficiaries, subject to the specific terms of the Plan agreement. Assets of the Plan and related investments are administered by the Plan's trustee, Delaware Charter Guarantee and Trust Company. It is the trustee's responsibility to invest Plan assets and to distribute benefits to participants.

LEAR PLASTICS CORPORATION

401(k) PLAN

FOR HOURLY EMPLOYEES

NOTES TO FINANCIAL STATEMENTS
(CONTINUED)

Investment Options

The Plan agreement provides for four investment options under the Vanguard Group:

- | | |
|--------------------------------|--|
| Bond Fund | - Fixed Income Securities Fund consisting of investments in a diversified portfolio of long-term, investment grade bonds. |
| Equity Fund | - Windsor II Fund consisting primarily of investments in common stocks, that in the opinion of the Fund's investment advisor, are undervalued in the marketplace. |
| Money Market Fund | - Money Market Fund consisting of investments in short-term securities such as certificates of deposit, bankers' acceptances, commercial paper, and U.S. Government securities. |
| Investment Contract Trust Fund | - Investment Contract Trust Fund consisting primarily of investments in investment contracts issued by high-quality insurance companies and banks, and in similar types of fixed income investments. |

Each plan participant may elect, from the various options provided in the Plan agreement, the percentage allocation of employee contributions among the funds.

Allocation of Earnings and Losses

The earnings and losses on Plan investments are allocated on a pro rata basis to the elective accounts of the individual participants.

Vesting of Benefits

Participants are immediately 100% vested in their contributions.

LEAR PLASTICS CORPORATION
401 (k) PLAN
FOR HOURLY EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
(Continued)

Distribution of Benefits

Distribution of benefits is made upon the occurrence of any one of the following:

- Normal retirement of the participant at age 65;
- Deferred retirement of the participant beyond age 65;
- Early retirement of the participant at age 55 or the seventh anniversary of participation commencement, whichever is later;
- Total and permanent disability of the participant;
- Death of the participant; and
- Termination of employment.

Benefits payable upon normal, deferred or early retirement, total and permanent disability or death are made through installment payments or in a lump sum. Benefits due upon termination of employment are based on vested amounts in the participants' accounts and made by installment payments or in a lump sum. In any event, the Company will make a lump sum payment to any participant if the amount owed is less than \$3,500.

As of December 31, 1993 and 1992 there were no amounts allocated to accounts of persons who have withdrawn from participation in the earnings and operations of the Plan.

Loans to Participants

Loans to participants are not permitted under the Plan.

Hardship Withdrawals

No amounts may be withdrawn from a salary deferral account before a participant terminates employment with the Company or attains the age of fifty-nine and one-half, except by reason of financial hardship. All requests for hardship withdrawals require the consent of the Plan administrator.

LEAR PLASTICS CORPORATION
401(k) PLAN
FOR HOURLY EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
(Continued)

(2) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

Accounting records are maintained by the Trustee on the accrual basis of accounting.

Investments

Investment transactions are recorded on the trade date basis. Investments owned are reflected in the Statements of Assets Available for Benefits at current value. Current value, which is equivalent to market value, is the unit valuation of the security at yearend. Realized gains on sales of investments and unrealized appreciation and depreciation in the value of investments are computed based on the difference between the market value of Plan Assets at the beginning of the Plan year, or at time of purchase if acquired during the year, and the market value of investments when sold or at Plan yearend. The historical cost of certain investments and the net gain or loss on the sale of certain investments is not readily determinable from the Trustee's statements.

Expenses

All direct costs and expenses incurred in connection with the Plan are paid by the Company.

(3) TAX STATUS

The Company has not yet requested a determination letter from the Internal Revenue Service to indicate that the Plan is in compliance with the applicable requirements of the Internal Revenue Code (the Code). However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date. Accordingly, no provision for income taxes has been recorded in the accompanying financial statements.

LEAR PLASTICS CORPORATION

401(k) PLAN

FOR HOURLY EMPLOYEES

EIN: 13-3386702 PN: 001

ITEM 27a - SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

AS OF DECEMBER 31, 1993

Identity of Party Involved -----	Description of Investment -----	Cost -----	Current Value -----
* Vanguard Group	Fixed Income Securities	(a)	\$17,635
* Vanguard Group	Windsor II	(a)	44,343
* Vanguard Group	Money Market	\$ 5,161	5,161
* Vanguard Group	Investment Contract Trust	12,327	12,327

	Total investments		\$79,466 =====

(a) Amounts not readily determinable from the trustee statements.

* Represents a party-in-interest.

SCHEDULE II

LEAR PLASTICS CORPORATION
401(k) PLAN
FOR HOURLY EMPLOYEES

EIN: 13-3386702 PN:001
ITEM 27d - SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 1993

Identity of Party Involved	Transaction	Purchase Price	Selling Price	Cost	Current Value of Asset on Transaction Date	Net Gain or (Loss)
* Vanguard Group	Twenty-eight aggregate purchases of 1,533 Fixed Income Securities shares, including reinvested interest of \$1,086	\$14,476	N/A	\$14,476	\$14,476	N/A
* Vanguard Group	Nineteen aggregate purchases of 2,076 Windsor II shares, including reinvested interest of \$2,140	35,587	N/A	35,587	35,587	N/A
* Vanguard Group	Twenty-three aggregate purchases of 5,900 Money Market shares, including reinvested interest of \$101	5,900	N/A	5,900	5,900	N/A
* Vanguard Group	Twenty-four aggregate purchases of 9,184 Investment Contract Trust shares, including reinvested interest of \$446	9,184	N/A	9,184	9,184	N/A
* Vanguard Group	Two aggregate sales of 51 Fixed Income Securities shares	N/A	\$ 476	(a)	476	(a)
* Vanguard Group	Three aggregate sales of 2,525 Money Market shares	N/A	2,525	2,525	2,525	\$ -
* Vanguard Group	One sale of 332 Investment Contract Trust shares	N/A	332	332	332	-

(a) Amounts not readily determinable from the trustee statements.

* Represents a party-in-interest.

SIGNATURES

Pursuant to the requirements of the Securities and Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized in the City of Southfield, Michigan on January 11, 1995.

LEAR PLASTICS CORPORATION
401(k) PLAN FOR HOURLY
EMPLOYEES

By: Lear Plastics Corp.,
as Plan Administrator

By: /s/ James H. Vandenberghe

Name: James H. Vandenberghe
Title: Vice President and Secretary

EXHIBIT INDEX

EXHIBIT NUMBER -----	DESCRIPTION -----	SEQUENTIAL PAGE NUMBER -----
23.1	Consent of Arthur Andersen LLP (filed as Exhibit 23.3 to the Registrant's Registration Statement on Form S-8 (No. 33-57237) and incorporated herein by reference)	