

Leggett & Platt Automotive Group North America Supplier Quality Manual

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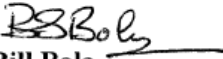
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Supplier Requirements Manual


1.0 INTRODUCTION

This Web Guide / manual has been developed to communicate the Leggett & Platt Global Supplier Quality requirements to all external production suppliers and provide a Leggett & Platt common process that includes all phases APQP, Launch and Current Supplier Quality.

Effective April 17th, 2008, this release replaces all previous editions.



Bill Bola
Director of Quality
Leggett & Platt



Tony Norko
Director of Purchasing North America
Leggett & Platt

1.0 Supplier Quality Policy

It is the policy of Leggett & Platt Automotive Group to purchase materials, components and services from companies and their sub suppliers that have in place a Quality Management System that conforms to one of the following standards:

ISO 9001:2000 Quality System (Warehouse Distributors / Service Providers)

ISO / TS16949:2002 Quality System for Automotive Suppliers

All purchased materials, components and services by Leggett & Platt Automotive Group contribute to the ultimate quality and reliability of our end products to our customers.

Therefore, Leggett & Platt Automotive Group shall develop close working relationships with Suppliers on quality matters and ongoing continual improvements.

Supplier quality performances shall be monitored as stated in supplier rating section of this document for compliance to the above mentioned quality standards and to determine supplier long term relationship. Minority Statement Support minority and women owned businesses in providing the best value for our branch manufacturing operations. Leggett procurement operates without prejudice regarding suppliers and builds relationships based on quality products and services, competitive pricing, technical foresight, proactive product service support, and effective follow-through.

We welcome the opportunity to develop relationships with businesses who share our vision and standards for quality products and services.

3.0 Minority Statement



A DIVISION OF LEGGETT & PLATT INCORPORATED



Leggett & Platt Minority Procurement Policy

The Spirit of our Sourcing Mission is to:

Support minority and women owned business in providing the best value for our branch manufacturing operations. Leggett procurement operates without prejudice regarding suppliers and builds relationships based on quality products and services, competitive pricing, technical foresight, proactive product service support, and effective follow-through.

We welcome the opportunity to develop relationships with businesses who share our vision and standards for quality products and services.



Barry Jones
President Automotive Group North America

Tony Norko
Director of Purchasing for North America

4.0 Environmental, Health & Safety Policy

L&P Automotive Group Environmental Policy

L&P Automotive Group is committed to protecting the environment for the benefit of our employees as well as the local and global communities, now and in the future.

5.0 Scope

This manual applies to all Leggett & Platt Automotive Group approved, External Production suppliers globally. Compliance to the requirements within this manual as well as to the general terms and conditions of the purchase order is mandatory.

It is the supplier's responsibility to check at regular intervals for updates to this manual at <http://www.leggett.com>.

Subsequent Supplier Bulletins will continue to be published to communicate all updates and changes.

If for any reason, the web-site cannot be accessed, it is your responsibility to contact your assigned Buyer for a copy.

This Global External Production Supplier Requirements Manual has been developed to describe and define the requirements and expectations of Leggett & Platt Automotive Group. It is intended to provide suppliers our requirements, policies and procedures and so they can learn how to partner with us to meet our business goals. Our aim is to create a favorable business environment for both Leggett & Platt Automotive Group and our suppliers that strive for customer satisfaction in an environment that supports continuously improving costs, quality, efficiencies, productivity and ultimately, profits.

This document along with ISO 9001: 2000 or ISO/TS 16949 standards and individual Leggett & Platt Automotive Group plant specific requirement define the fundamental quality system requirements for organizations supplying and / or service parts to Leggett & Platt Automotive Group.

Leggett & Platt Automotive Group requirements are in regular writing all individual plant requirements are enclosed in a box format.

The requirements of this document shall be documented in the organizations quality system.

The purpose of this document is to advise suppliers to Leggett & Platt Automotive Group of specific requirements so that a quality system can be established maintained and continually improve for ongoing supply of quality assured product to Leggett & Platt Automotive Group.

It is the responsibility of the Supplier for the quality of their products and services to meet the requirements stated in this document and not to delegate this responsibility to their sub-suppliers.

References

AIAG Measurement System Analysis (MSA)

AIAG Production Part Approval Process (PPAP)

AIAG Advanced Product Quality Planning and Control Plan (APQP)

AIAG Statistical Process Control (SPC)

AIAG Potential Failure Mode and Effect Analysis (FMEA)

Global

Materials Management Operations Guideline Logistics Evaluation (MMOG/LE)

DaimlerChrysler PSO (Process Sign-off)

Toyota Supplier Quality Assurance Manual (SQAM)

Copies of all AIAG and other related documents are available at <http://www.aiag.org/Index.cfm> or by phone (248) 358-3570.

6.0 Advanced Product Quality Planning

It is essential that the Supplier engage in advanced product quality planning activities in order to provide a foundation for consistent manufacture of quality products on time. The Supplier shall be active in the following quality planning areas where applicable:

- 1) Program timeline development
- 2) Feasibility Reviews
- 3) Special Product and Process Characteristics reviews
- 4) Gauge / Fixture Requirements
- 5) Statistical Process Control Methods
- 6) Problem Prevention / Solving Activities
- 7) Pre-launch Containment Plan

Note: This list is not limited to APQP process.

6.1 Prototype Requirements

See individual Leggett & Platt plant Specific requirements. For further discussion

7.0 Production Part Approval Process (PPAP)

The AIAG PPAP manual defines the requirements for the part submissions.

PPAP Level 3 is the default level to be utilized for all submissions, unless otherwise agreed by the Leggett & Platt individual Quality Team.

For multiple cavity tooling, each cavity shall be treated as an individual “PPAP” sample and data is to be collated from each cavity.

7.1 Significant Characteristics

A preliminary process capability study (Ppk) study is to be performed and must be < 1.67 . This is required for each significant and / or critical characteristic as identified on drawings and related specifications.

All Laboratory data shall be less than one year old.

Material certificates shall be traced to part number and specified material as identified on drawing. The supplier shall submit a minimum of 6 “PPAP” sample parts.

7.2 When to Submit PPAP

Advance written approval from the receiving plant and the appropriate corporate buyer is required when a supplier changes location, product or process.

Level 3 PPAP is required unless specifically waived.

PPAP approval is mandatory in the following instances:

- 1) New product
- 2) Changed product
- 3) New or modified tooling
- 4) Processing changes
- 5) Change of manufacturing location
- 6) Change of component supplier

Production deliveries shall not commence until formal authority has been received from Leggett & Platt individual plant Quality Department confirming PPAP approval.

PPAP Submissions Over 1 Year Old

- Whenever Leggett & Platt Automotive Group is required to submit PPAP to their customer, all external production Supplier PPAP documentation must be no more than one year old.
- At that time, all PPAP's over one year old is to be updated upon request by the receiving Leggett & Platt Automotive Group location, regardless of the supplier's business relationship (i.e. customer directed) with Leggett & Platt Automotive Group's customers.

8.0 Deviations

A deviation constitutes permission to supply materials or components that do not fully comply with the drawing, specifications or master sample. Materials or components shall not be delivered that do not meet print requirements unless a deviation is approved by Leggett & Platt individual plant.

9.0 Traceability

The Supplier shall ensure they have the ability to trace history, application or location of an item and similar items by means of recorded information. Supplier shall also have the ability to trace the operational, computational and recording steps of measurement or evaluation of an item, process or service.

9.1 Labeling

- Leggett & Platt requires the use of AIAG automotive part identification & tracking. Compliance to Leggett & Platt, Inc labeling requirements will be continuously monitored by the receiving branch. Suppliers are responsible for ensuring product is label and properly attached to each container, box and skid of product.
- Two labels are required on each applicable container or box of product in adjacent corners. Only one part number can be packaged per container. It is the supplier's responsibility to remove old labels and debris from Leggett & Platt, Inc returnables prior to reuse of container and applying new product identification label. Non-Compliance will be communicated through Corrective and Preventative action.
- If there are multiple containers per skid a Master Label is required to identify total skid quantity
- Standard 4 x 6 label shall have the minimum information:
Leggett & Platt part number

Part description
Container Quantity
Supplier Identification Name and Number
Purchase Order Number
Part ECN Level
Manufacturing Date and Heat/Lot Number
Dock Code

- Refer to section 19.0 for label requirements for pre-production and ECN changes.

10.0 Corrective and Preventative Action

Suppliers to Leggett & Platt are required to have a documented procedure that is implemented for corrective and preventive action (example 8D)

11.0 Control Plans

A control plan is a document that outlines the Supplier's method of assuring and controlling the quality of a part. Control plans shall be prepared and maintained for all new products, changed products or processes and all control items.

12.0 Statistic Process Control

When identified statistical process control shall be carried out on significant characteristics for product supplied to Leggett & Platt. Method to follow for SPC studies use AIAG SPC manual.

13.0 Initial Process Capability

Suppliers shall perform preliminary statistical studies on critical product and or process characteristics. Follow the AIAG MSA manual for reference.

14.0 Handling, Storage, Packaging, Preservation and Logistics and Delivery

- All suppliers have total responsibility for ensuring that appropriate measures are introduced and maintained to preserve product quality during process handling, packaging, preservation and subsequent

delivery. All containers shall be free from any foreign debris not pertaining to the product being supplied.

- Suppliers are responsible for the supply process to guarantee uninterrupted part flow.. Packaging shall take into consideration transportation method and shelf-life criteria.

14.1 US Wood Packaging Import Restrictions

- Suppliers are required to ensure compliance with current US Regulations are available at http://www.aphis.usda.gov/import_export/index.shtml
- International Plant Protection Convention (IPPC) Standards are available at <https://www.ippc.int/IPPC/En/default.jsp>

14.2 Logistics and Delivery

- Leggett & Platt requires 100% on time delivery to the correct location at the correct date and time as specified by the delivery date as shown on the purchase order or material release schedule provided by the Leggett & Platt branch specific. It is the Supplier responsibility to notify the Leggett & Platt receiving plant Purchasing/Materials Manager if the release schedule can not be met prior to the scheduled delivery date.
- The following website <http://www.leggett.com/routingguide/> has been developed for our vendors to use when routing L&P paid freight. It is the Suppliers responsibility to schedule shipments from their facility using the approved L&P Logistics carriers for the specified routes.

15.0 Product Safety and Regulations

Product safety

Suppliers to Leggett & Platt shall take due care regarding product safety. Means to minimize and to eliminate any potential risks to employees, users and the environment shall be promoted within the Supplier's organization.

15.1 Regulations (IMDS)

Product material content, recyclability, weight and other information is to be reported via IMDS as specified below. Product containing substances of concern that are restricted and/or prohibited must comply with current legal and customer requirements. Life cycle assessment (LCA) data may also be required for specific programs.

16.0 Supplier Performance Rating

Supplier Performance rating shall be utilized by Leggett & Platt to maintain and improve the supply performance and quality of the scheduled part (s) and to provide a reliable, fair and consistent source of information by which supplier are rated equally. These ratings shall be an aid for Leggett & Platt Management to determine the future potential of the suppliers as an ongoing partnership.

Suppliers shall monitor their rating and achieve highest possible rating. Minimum requirements must be met or an action plan shall be developed to identify improvements.

17.0 Service Parts

Upon receipt of a release, Seller shall sell to Purchaser all goods necessary for Purchaser to fulfill Purchasers and its Customers service and replacement parts requirements. Service part orders must be fulfilled for Ten (10) years after termination of the program has been formerly communicated by your respective LPAG Branch. It is the responsibility of the Seller to produce all items and or components at production price as per the last released print which has been PPAP'd approved by your respective LPAG branch.

18.0 Supplier Communication to Leggett & Platt Automotive Group

Leggett & Platt Automotive Group's expectations are that all suppliers meet or exceed the following requirements:

- 18.1 Supplier communication to Leggett & Platt Automotive Group will be pro-active and will include notification of any sub contractor issues that could affect Leggett & Platt Automotive Group or its customers.
- 18.1 All requests for authorization of any proposed material or process changes or moves of production locations are submitted in advance with regard to timing of all issues.
- 18.1 Early notification of any potential supply/capacity issues are communicated to your Leggett & Platt Automotive Group Buyer.
- 18.1 Contingency Planning Strategies are in place for all manufacturing facilities that ship to Leggett & Platt Automotive Group.
- 18.1 Upon completion of a program, the supplier will ensure tooling is properly stored to prevent damage and is readily available for service requirements.
- 18.1 Suppliers must acknowledge that achievement of ZERO DEFECTS is a fundamental objective for Quality **and** 100% on time Delivery performance.
- 18.1 All suppliers are expected to be compliant with the environmental directives of our customers and applicable legal requirements including Product Material Content and Recyclability Reporting (PMCR-IMDS).

19.0 Global Materials Management Operations Guideline Logistics Evaluation (MMOG/LE)

- The MMOG/LE Guideline is the recommended business practice for continued evaluation of the supply chain. This guideline is intended as a continuous improvement tool and consistency of materials definitions for our supply chain partners. Annual Supplier Self-Assessments are required to be submitted to LPAG receiving branch by December 31st each year to meet scorecard expectations until an “A” or “B” rating is achieved. Supplier can obtain current information and training information from AIAG. <http://www.aiag.org/Index.cfm>.

19.1 Supplier Packing Slips and Invoices

19.1.1 The Supplier ASN is required to be clearly identified to the physical receipt/ASN/invoice match.

Packing slip/ASN number is required in the upper right hand corner of printed shipping documents. It is the Suppliers responsibility to ensure this number is fully traceable to the Invoice sent to the Leggett & Platt, Inc. Receiving Branch Accounting Group.

-Each line item on the invoice is required to provide, the following information:

- Leggett & Platt Part Number
- Description
- Supplier Part Number
- PO Number
- Quantity shipped

-Each Shipment documents is required to provide the following:

- Supplier Manufacturing Plant
- Leggett & Platt, Inc. Purchasing Branch
- Leggett & Platt, Inc. Receiving Branch
- Shipment date
- Freight Carrier
- Pro Number or Trailer Number
- Total number of Pallets/Skids
- Total number of Cartons
- Net Weight
- Gross Weight

19.2 Supplier Raw/Fab Authorization and Balance Out

- 19.2.1 It is the Suppliers responsibility to obtain part specific raw/fab authorization from the respective Leggett & Platt, Inc. Receiving Branch Materials Manager prior to SOP.
- 19.2.2 Once a part has began to balance out for EOP, the Supplier is required to minimize lead time and minimum run quantities and produce only to the quantities authorized by the Leggett & Platt, Inc. Receiving Plant. It is the Suppliers responsibility to obtain written approval from the receiving branch prior to producing minimum run quantities or standard pack containers/skids.

20.0 External Production Supplier Electronic Data Interchange Requirements (EDI):

- All external suppliers supplying production parts, assemblies, components and production materials to Leggett & Platt Automotive Group are required to have EDI capabilities. Suppliers need to be able to analyze product demand for weekly (830) and daily (862) shipping schedules to tool capacity. Suppliers are responsible to meet 20% week over week scheduled fluctuations. Accumulated shipment quantities are required to be reconciled weekly. For additional information on EDI, refer to the Leggett & Platt, Inc. <http://www.leggett.com>.

21.0 Customs Trade Partnership against Terrorism (C-TPAT)

As a member of C-TPAT, Leggett & Platt, Inc. is committed towards maintaining a secure global supply chain, which will ensure timely delivery of shipments to Leggett & Platt facilities through U.S. border crossings and ports of entry. Leggett & Platt Global Services is the party responsible for administering L&P's C-TPAT membership in this Corporate-wide program.

The current contact information is:

Leggett & Platt Global Services
Attn: John Wainwright
5950 West 51st Street
Chicago, Illinois 60638
Phone 708.458.1800 • Fax 708.458.9373
john.wainwright@leggett.com

Leggett & Platt expects that all of its suppliers outside of the USA are sufficiently educated **and evaluated** on the requirements for importing into the United States.

The L&P Corporate Customs Compliance group drafts various guides and presentations to help our branches as well as our suppliers understand these requirements. They should be contacted for questions on C-TPAT as well as general importing requirements into the U.S.

21.1 Import Documentation Requirements

Basic Invoice Requirements

- Date of Shipment
- Name and address of Shipper
- Name and address of Consignee
- Consignee IRS# - this is mandatory for shipments arriving in the U.S.
- Name and address of the 'sold to' party (i.e. The entity billed for the goods)
- Detailed description of the product in English including:
 - Leggett & Platt Automotive Group part numbers with description
 - Sufficient description of each item (just "automotive parts" is **Not** acceptable)
 - Quantity
 - Unit Price
 - Total price per line
- Total cost and/or value of the shipment*
- Type of Currency
- Leggett & Platt Automotive Group Purchase Order Number
- Country of Origin (this is the country of manufacture).
- Terms of Sale (ex-works, FOB, CIF etc.)
- Name of the Customs broker responsible to Leggett & Platt for the cargo.

Important Note:

Leggett & Platt Automotive Group shall not be the importer of record for any chemicals.

* Please note that all items require proper valuation for Customs purposes. Even if the shipment contains no-charge items, samples, returnable containers, or returned goods, etc. we **MUST** still declare a fair market value for Customs. In this case the amount declared (or line value) should be also be marked with the phrase "Value for Customs Purposes Only".

21.2 NAFTA Guidelines

Before goods are claimed to qualify for NAFTA, their origin must be correctly determined as that of U.S., Canadian or Mexican origin. Goods for which NAFTA is being declared must be

accompanied by a NAFTA Certificate of Origin or have a blanket NAFTA Certificate of Origin on file with the broker.

NAFTA Certificates should only be completed by someone with proper training including knowledge of tariff classification, tariff shifts, and bills of material analysis, regional value calculations and automotive tracing requirements. Leggett & Platt Global Services can provide training as well as answer questions on NAFTA determining the NAFTA status of goods.

21.3 Country of Origin Marking

Section 304 of the Tariff Act of 1930, as amended (19 U.S.C. 1304) provides that, unless excepted, every article of foreign origin imported into the U.S. shall be marked in a conspicuous place as legibly, indelibly, and permanently as the nature of the article (or container) will permit, in such a manner as to indicate to the ultimate purchaser in the U.S. the English name of the country of origin of the article.

Training on marking or questions on the sufficiency of marking can be forwarded to Leggett & Platt Global Services.

22.0 Supplier Quality Registration Requirements and 2nd Party Customer Approval Guidelines

Leggett & Platt Automotive Group is certified to ISO/TS 16949:2002 and applicable Customer Specific Requirements as they apply to automotive production and relevant service part organizations.

- **The Leggett & Platt Automotive Group Certification Requirement of all approved production supplier manufacturing locations is 3rd party Certification to TS16949:2002 or ISO 90001-2000**

IMPORTANT NOTE:

Registration to ISO 9001:2000 is only acceptable for those suppliers that do not meet the applicability requirements of TS 16949:2002 as described below or as an interim step to achieving TS 16949 certification.

- Suppliers are also required to submit renewed certificates for each manufacturing location at time of renewal.
- Information on all certificates **must match** the name and address of record of the manufacturing location. See submission information below

Applicability Requirements:

TS16949:2002 applies to organizations that manufacture product that ends up in the final vehicle assembly, including:

- Production Materials
- Production or Service Parts
- Assemblies

- Heat treating, Welding, Painting, Plating or other Finishing Services.

For all Suppliers Manufacturing locations currently registered to QS9000:

All QS Certifications expired on December 14th, 2006. As a result, if you are currently registered to QS9000 you must notify Leggett & Platt Automotive Group Purchasing immediately by sending a detailed transition plan for each of your manufacturing locations that ship to Leggett & Platt Automotive Group plants.

The Plan must include the following:

Leggett & Platt Automotive Group reserves the right to verify a supplier's manufacturing location for site compliance to these standards by performing site audits by a designated Leggett & Platt Automotive Group representative for those suppliers identified as having a high impact to safety, fit, form function, quality and or Customers down-time.

The duration of the audit will conform to the full application of the Audit Day requirements table of the "Automotive Certification Scheme for ISO/TS 16949:2002."

Third party certification does not relieve the supplier of the full responsibility of the quality of the product supplied.

23.0 Controlled Shipping (CS Level I & CS Level II)

All defective product identified in 3rd party containment (Controlled Shipping) that is instituted by Leggett & Platt Automotive Group at Leggett & Platt Automotive Group's expense, or that is performed in a Leggett & Platt Automotive Group facility regardless of who is responsible for the expense, will be reflected in the Supplier's SRS scorecard.

All defective product identified in CS II sorting by a 3rd party, of which is paid for by the supplier and performed off-site or at the supplier's facility, should not be reflected in the SRS.

The performing of CS II 3rd party containment at a Leggett & Platt Automotive Group facility should not be mandated unless containment implemented off-site or at the supplier's manufacturing facility has proven to be ineffective.

If the defective material is reworked by the receiving Leggett & Platt Automotive Group plant and used in production, the original quantity defective will be reported in the supplier's SRS scorecard. However, in this case, the receiving Leggett & Platt Automotive Group plant will retain a sample of the defective product without rework and return it to the supplier for root cause analysis.

Whenever a defective product must be used in order to support production at a Leggett & Platt Automotive Group facility, it will still be recorded as defective in SRS. However, it is the Leggett & Platt Automotive Group plant's responsibility to supply a quantity of the defective product to the supplier for verification, root cause analysis and corrective action reporting.

In the event a receiving discrepancy is related to an engineering change balance out condition, the number of “wrong level” pieces will be reflected in the supplier’s SRS scorecard as a Level 1 Engineering Concern.

24.0 Pre-Launch Production Trial Run:

- All suppliers are required to perform a Run@Rate prior to PPAP, to verify that the supplier’s actual production process is able to meet program volumes at an acceptable quality level.
- Leggett & Platt Automotive Group Supplier Development will coordinate the Run@Rate with the supplier in accordance with Leggett & Platt Automotive Group Run at Rate Procedures.
- The supplier’s process must be able to produce 120% of the quoted volume using production tools and equipment and within the actual manufacturing site and process.
- It is the responsibility of the supplier to enter the completed Run@Rate documents as per standard process requirements
- Suppliers are required to assure that Run@Rate is conducted for all sub-suppliers and provide supporting documentation to Leggett & Platt Automotive Group upon request.
- Suppliers to affix an **ORANGE** 4x6 label stating “NEW ECN” on each container/box of any new part number, new ECN, and/or new suffix for all pre-production and the first three shipments after PPAP. This label is to be located directly beside the product identification label (with both labels being visible). This provides visual control for suppliers and Leggett & Platt, Inc.

Launch Support:

During any program launch at a Leggett & Platt Automotive Group production facility, selected suppliers may be required to provide on-site representation. The supplier’s launch support representative(s) must be knowledgeable, capable and empowered to make decisions. Coverage must be provided for all shifts.

- Suppliers will be selected based on past quality performance and or complexity of components or assemblies being supplied.
- Any component or assembly that is identified as a safety or critical item or contains any special record retention requirements must have additional inspection implementation prior to Leggett & Platt Automotive Group receiving the component or assembly for launch. Each component or assembly shipment must be certified for 30 days or 5 shipments of defect free product, whichever is the longest period of time. It is the responsibility of Leggett & Platt Automotive Group Supplier Development to approve part certification plans.
- Suppliers may be required to attend key event builds prior to production launch.

25.0 COST RECOVERY POLICY

External Production Suppliers are liable for all costs incurred by Leggett & Platt Automotive Group when the cause is the Supplier responsibility as listed below (list is not all inclusive).

Examples of costs incurred and can be charged back to the supplier:

- **Rework / Repair supplier fault**
- **Sorting of suspect material**
 - **in house,**
 - **customer location**
 - **Third party warehouse.**
- **Disposition of scrap (supplier responsibility)**
- **Overtime to avoid production shut down or potential shutdown as a result of defective/suspect material or delivery issue.**
- **Customer returns to include hourly sorting and transportation costs.**
- **Premium freight including Air charter if the situation requires to the final customer/OEM that is a result of the Supplier defective/ suspect material or delivery issue.**

26.0 Terms and Conditions

See LPAG NA standard terms and conditions on www.leggett.com/supplier. It is the responsibilities of the supplier to review understand and adhere to the said terms and conditions at all times.

The relevant terms for the supplier (**hereinafter referred to as "Contractor"**)

and

Leggett & Platt Automotive Group London, a Division of Leggett & Platt Canada Co., an indirect wholly owned subsidiary of Leggett & Platt, Incorporated, a Missouri Corporation, with offices at 459 Industrial Road, London, Ontario N5V 3E5, Canada; and **Schukra - Windsor**, a Division of Schukra of North America, Ltd., an indirect wholly owned subsidiary of Leggett & Platt, Incorporated, a Missouri Corporation, with offices at 360 Silvercreek Industrial Drive, R.R. #1 Tecumseh, Lakeshore, Ontario N8N 4Y3, Canada; and **Leggett & Platt Automotive Group De Mexico, S.A. De C.V.**, a Division of Cable Bergen de Mexico, S.A. de C.V., a wholly owned subsidiary of Leggett & Platt, Incorporated, a Missouri Corporation, with offices at 202 Union Road, White House, TN 37188; and **L&P Auto White House**, a Division of Nagle Industries, Inc., a wholly owned subsidiary of Leggett & Platt, Incorporated, a Missouri Corporation, with offices at 202 Union Rd. White House, TN 37188; and **Flex-O-Lators - Carthage**, a Division of Leggett & Platt, Incorporated, a Missouri Corporation, with offices at 1460 Jackson Drive Carthage, MO 64836,

(Hereinafter independently and collectively referred to as "L&P North American Automotive")

28.0 Revision Listing

Issue A

- Removed Barry Crutchley and updated with Tony Norko