

July 24, 2020



Rapid Response Program Manager
Office of Workforce Development
4020 East Fifth Avenue
Columbus, Ohio 43219

via email to: rapdresp@jfs.ohio.gov

Received July 27, 2020 at 7:30 am

Notice Under Worker Adjustment and Retraining Notification Act (“WARN”)

Dear Rapid Response Program Manager:

This notice is provided to you by **ArcelorMittal Cleveland, Inc and ArcelorMittal USA LLC** (“the Companies”) under the federal Worker Adjustment and Retraining Notification Act (“WARN”). Please be aware that WARN encourages employers to provide notice even when it is not required. Many of the Company’s customers closed their operations due to the COVID-19 pandemic. Despite their re-openings, business conditions continue to be depressed during the pandemic, with no significant improvement in demand for the products we manufacture foreseen in the near term. This has had a direct impact on our business.

Due to additional and unforeseen deterioration in the market for our products since the announcement of temporary layoffs – including, but not limited to, re-evaluation of the extent to which customers will re-open within six (6) months and projected reduced demand for our output – the Company is now required to institute indefinite layoffs of represented employees and certain terminations among salaried, unrepresented employees at the ArcelorMittal Cleveland Companies located at 3060 Eggers Ave, Cleveland OH 44105.

This “mass layoff,” as defined by and for purposes of WARN only, and our indefinite layoffs for represented employees of **ArcelorMittal Cleveland, Inc**, will begin on August 1, 2020, or the 14-day period following. We expect that these layoffs will be indefinite, and we cannot predict their duration at this time, although we now expect that they will last longer than six (6) months. There are applicable “bumping” or displacement rights for hourly, represented employees at ArcelorMittal Cleveland. The represented employees at ArcelorMittal Cleveland are represented by the United Steelworkers “USW” Local 979, Dan Boone – President, located at 3421 Independence Road, Cleveland OH 44105.

This “mass layoff,” as defined by and for purposes of WARN only, and our permanent terminations of certain salaried, unrepresented employees of **ArcelorMittal USA LLC** will begin on August 1, 2020, or the 14-day period following. There are no applicable “bumping” or displacement rights at the ArcelorMittal for salaried, unrepresented employees.

The job titles of the positions to be affected at the facility and the number of affected employees in each such job title are listed in the enclosed Attachment A.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable as the pandemic and its economic impact progressed. We would like to

have given you more notice of this action, but we are providing you with as much notice as possible.

Should you require further information, please contact Summer Paris, Corporate Responsibility and Communications Manager, at the following phone number: 216-429-6062.

Sincerely,

A handwritten signature in cursive script that reads "Michael P. Madar". The signature is written in black ink on a light-colored, slightly textured background.

Michael P. Madar
Vice President and General Manager
ArcelorMittal Cleveland

ATTACHMENT A

As explained in the accompanying letter, the following job titles of the positions to be affected and the number of affected employees in each such job title are subject to this “mass layoff” under WARN at ArcelorMittal Cleveland. The indefinite layoffs for represented employees will begin on August 1, 2020, or the 14-day period following. The permanent terminations of certain salaried, unrepresented employees will begin on August 1, 2020, or the 14-day period following.

INDEFINITE LAYOFFS FOR REPRESENTED EMPLOYEES OF ARCELORMITTAL CLEVELAND, INC

Job Title	Number of Affected Employees
Operations	353
Maintenance	72

PERMANENT TERMINATIONS OF CERTAIN SALARIED, UNREPRESENTED EMPLOYEES OF ARCELORMITTAL USA, LLC

Job Title	Number of Affected Employees
Administrator - Engineering	1
Engineer - Quality	1
Planner - Supply Chain Management	2
Process Manager - Plant Operations	1
Project Analyst - Finance	1
Project Planner - Supply Chain Management	1
Project Specialist - Quality	1
Representative - HR	1
Representative - Sales & Marketing	1
Shift Manager - Plant Operations	6
Specialist - Plant Operations	1
Specialist - Procurement	1
Specialist - Quality	1
Sr. Engineer - Engineering	1
Sr. Engineer - Plant Operations	6
Sr. Engineer - Quality	2
Sr. Specialist - Procurement	1