



ArcelorMittal

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April 27, 2020

Breeyn Handberg
Rapid Response Program Manager
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This letter is notice that ArcelorMittal USA LLC ("Company") has placed employees who work at ArcelorMittal Warren LLC, 2234 Main Avenue SW Warren, OH 44481 on temporary, unpaid layoff. Many of the Company's customers have unexpectedly and temporarily closed their plants due to the COVID-19 pandemic. The temporary closure of these customers has a direct impact on our business and requires us to place employees on temporary, unpaid layoff.

There are two employees currently affected at this employment site. The first temporary layoff at this site occurred on April 26, 2020.

At this time, the Company expects these temporary layoffs to last less than six months. Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act ("WARN"), we thought it appropriate to provide you with this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the automotive closures, the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related announcements and actions.

We also have given or are giving appropriate notice to all of the affected employees.

Should you require further information, please contact Cindy Costantino at the following phone number: 330.841.2803

Sincerely,


Joseph C Magni
Operations Manager