

VIA E-Mail

July 24, 2020

Ashley Gatlin  
Program Director, Rapid Response  
Department of Workforce Development  
10 N Senate Avenue, SE311  
Indianapolis, IN 46204



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

Dear Ashley Gatlin:

This notice is provided to you by ArcelorMittal USA LLC (“the Company”) 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 Indiana Harbor facility at 3210 Watling Street, East Chicago, IN 46312.

This “mass layoff,” as defined by and for purposes of WARN only, and our indefinite layoffs for represented employees of ArcelorMittal USA LLC, 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 Indiana Harbor. The represented employees at ArcelorMittal Indiana Harbor are represented by USW Local 1010, Steve Wagner – President, 7047 Grand Avenue, Hammond, Indiana 46323 and USW Local 1011, Jaime Quiroz – President, 3629 Euclid Avenue, East Chicago, Indiana 46312.

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 Indiana Harbor facility 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.

If you require further information, please email us at [alissa.rosario@arcelormittal.com](mailto:alissa.rosario@arcelormittal.com) or call the undersigned at (219)399-3827.

Sincerely,

A handwritten signature in black ink that reads "Wendell Carter".

Wendell Carter  
Vice President and General Manager  
ArcelorMittal Indiana Harbor

## 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 Indiana Harbor. 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 USA LLC

Job Title	Number of Affected Employees
Administrative Assistant	6
Console Operator	1
Expeditor	1
Finance Specialist	3
Help Desk Technician	1
Information Technician	2
Iron & Steel Technician	2
Maintenance Technician	135
MET & Testing Technician	4
Operating Technician	182
Process Automation Technician	4
Purchasing Assistant	1
Sales Specialist	1
Senior Operating Technician	24
Service Technician	256
Utility Person	151
<b>ArcelorMittal Indiana Harbor Represented Total:</b>	<b>774</b>

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

Job Title	Number of Affected Employees
Administrator - HR	1
Analyst - Procurement	1
Analyst - Sales & Marketing	1
Associate Engineer - Associates	2
Division Manager - Engineering	1
Division Manager - Plant Operations	1
Division Manager - Procurement	1
Engineer - Plant Operations	3
Engineer - Quality	2
Lead Engineer - IT	1
Lead Engineer - Plant Operations	1
Lead Engineer - Quality	1
Lead Specialist - Plant Operations	1
Manager - Communications	1
Manager - General Counsel	1
Manager - Plant Operations	3
Manager - Procurement	2
Manager - Sales & Marketing	1
Manager - Supply Chain Management	1

Planner - Supply Chain Management	5
Principal Analyst - Supply Chain Management	1
Principal Engineer - Engineering	1
Process Manager - Plant Operations	3
Process Manager - Quality	1
Process Manager - Supply Chain Management	1
Project Analyst - Finance	2
Project Analyst - HR	1
Project Analyst - Plant Operations	1
Project Analyst - Procurement	1
Project Analyst - Sales & Marketing	3
Project Analyst - Supply Chain Management	5
Project Engineer - Plant Operations	1
Project Manager - Plant Operations	1
Project Planner - Supply Chain Management	2
Project Rep - Safety & Health	1
Representative - HR	1
Representative - Safety & Health	1
Representative - Sales & Marketing	7
Shift Manager - Plant Operations	18
Sourcing Manager - Procurement	2
Specialist - HR/LR	1
Sr. Analyst - Finance	1
Sr. Analyst - Plant Operations	2
Sr. Analyst - Sales & Marketing	1
Sr. Engineer - Finance	1
Sr. Engineer - IT	1
Sr. Engineer - Plant Operations	4
Sr. Engineer - Quality	3
Sr. Planner - Plant Operations	1
Sr. Planner - Supply Chain Management	1
Sr. Specialist - Plant Operations	2
<b>ArcelorMittal Indiana Harbor Unrepresented Total:</b>	<b>103</b>