



ArcelorMittal

April 13, 2020

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, Indiana 46204-2277

Dear Sir or Madam:

This letter is notice that ArcelorMittal USA INC is placing employees who work at ArcelorMittal, Indiana Harbor, 3210 Watling Street, East Chicago, Indiana on temporary, unpaid furloughs. 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 furlough.

There are 33 employees currently affected at this employment site. The first furlough at this site will occur on April 12, 2020.

At this time, the Company expects these furloughs 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 the affected employees and unions.

Should you require further information, please contact Joseph Medellin at the following phone number: 219.512.2367.

Sincerely,

Wendell Carter
Vice President and General Manager
ArcelorMittal – Indiana Harbor