



ArcelorMittal

March 23, 2009

VIA FACSIMILE

Rapid Response Section  
Bureau of WIA  
Ohio Department of Job & Family Services  
P.O. Box 1618  
Columbus, OH 43216-1618

To Whom It May Concern:

I write to advise you that ArcelorMittal Cleveland Inc. and ArcelorMittal Cleveland Works Railway Inc. have carefully analyzed their business situations and their available options and, unfortunately, have determined that they must temporarily idle and substantially reduce the workforce at the Cleveland, Ohio facility. It is not certain as to when the facility would restart production. Accordingly, pursuant to the Worker Adjustment and Retraining Notification Act ("WARN") and its accompanying regulations, this notice is to advise you of a pending "mass layoff" as defined by WARN, at the Cleveland facility, 3060 Eggers Avenue, Cleveland, Ohio, 44105.

All employees at the Cleveland facility will be affected, including those represented by United Steel Workers, Local Union 979 ("the Union") and those not represented by the Union ("non-represented employees"). A separate WARN Notice dated March 9, 2009, as well as a clarification dated March 10, 2009, were issued previously with regard to the employees represented by the Union. In addition, the non-represented employees now will suffer an employment loss during the 14-day period from May 31, 2009 - June 13, 2009. However, the Company is in the process of offering all non-represented employees one of the following options, as decided by the Company based on business needs: 1) to perform critical tasks at the Cleveland facility during the above situation; or 2) to perform a temporary reassignment elsewhere within ArcelorMittal USA Inc.

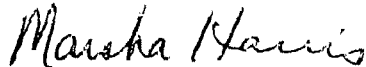
Accompanying this letter as Attachment A is a list of affected job titles held by non-represented employees and the number of affected, non-represented employees within each job title. There are no bumping rights that apply to non-represented employees.

ArcelorMittal Cleveland Inc.  
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Cleveland, Ohio 44105  
USA

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This notice is based on the best information currently available and you will be advised of any significant changes in these plans if and when additional information becomes available. If you have additional questions or desire additional information, please contact me at my business address, 3060 Eggers Avenue, Cleveland, Ohio, 44105, or my business telephone number, 216-429-6233.

Very truly yours,



Marsha Harris

Manager, Human Resources  
ArcelorMittal Cleveland Inc.

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<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
Iron Producing	Administrative Assistant - Iron Producing	1
	Associate Engineer - Iron Producing	1
	Division Manager Iron Producing	1
	Manager - Iron Producing - Maintenance	1
	Manager - Iron Producing - Raw Materials	1
	Manager - Iron Producing Operations	1
	Manager - Ironmaking Technology	1
	Manager - PCI Project	1
	Process Manager - Casthouse	1
	Process Manager - Iron Producing Operations	3
	Shift Manager - Iron Producing - Automation	1
	Shift Manager - Iron Producing - Furnace Operations	11
	Shift Manager - Iron Producing - Instrumentation	1
	Shift Manager - Iron Producing - Mechanical Maintenance	3
	Shift Manager - Iron Producing - Process Coordination	4
	Shift Manager - Iron Producing - Raw Materials	1
	Shift Manager - Iron Producing Electrical Maintenance	2
#1 Steel Producing - BOF	Administrative Assistant - Steel Producing Operations	1
	Associate Engineer - Steel Producing	2
	Division Manager - Steel Producing Operations	1
	Engineer - Reliability	2
	Engineer - Steel Producing - Instrumentation	1
	Engineer - Steel Producing - Process Improvement	1
	Manager - Steel Producing - Caster	1
	Manager - Steel Producing - Electrical Maintenance	1
	Manager - Steel Producing - Mechanical Maintenance	1
	Manager - Steel Producing - Steelmaking	1
	Planner - Steel Producing - Mechanical Maintenance	1
	Process Manager - Steel Producing Operations	3
	Process Manager LMF/Caster & Process	1
	Shift Manager - Steel Producing - Electrical Maintenance	1
	Shift Manager - Steel Producing - Instrumentation	1
	Shift Manager - Steel Producing - Mechanical Maintenance	2
	Shift Manager - Steel Producing - Process Coordination	11
#2 Steel Producing - #2 BOF	Administrative Assistant - #2 Steel Producing	1
	Associate Engineer - #2 Steel Producing	2
	Manager - #2 Steel Producing Operations	1
	Shift Manager - #2 Steel Producing - Electrical Maintenance	2
	Shift Manager - #2 Steel Producing - Mechanical Maintenance	1
	Shift Manager - #2 Steel Producing - Process Coordination	3
#1 Steel Producing - #1 Caster	Shift Manager - Steel Producing - Automation	1
	Shift Manager - Steel Producing - Caster	4
	Shift Manager - Steel Producing - Electrical Maintenance	1
	Shift Manager - Steel Producing - Mechanical Maintenance	1
	Shift Manager - Steel Producing - Process Coordination	1

<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
#2 Steel Producing - #2 Caster	Planner - #2 Steel Producing - Maintenance	1
	Process Manager - #2 Steel Producing Operations	2
	Shift Manager - #2 Steel Producing - Mechanical Maintenance	1
	Shift Manager - #2 Steel Producing - Process Coordination	2
Hot Strip Mill	Administrative Assistant - Hot Roll	1
	Associate Engineer - Hot Roll - Electrical	1
	Associate Engineer - Mechanical Maintenance	1
	Division Manager - Hot Roll Operations	1
	Engineer - Hot Roll - Process Automation	1
	Engineer - Hot Roll - Process Improvement	1
	Engineer - Hot Roll - Systems	2
	Engineer - Reliability	2
	Manager - Hot Roll - Electrical Maintenance	1
	Manager - Hot Roll - Mechanical Maintenance	1
	Manager - Hot Roll Operations	1
	Planner - Hot Roll - Electrical Maintenance	1
	Planner - Hot Roll - Mechanical Maintenance	1
	Process Manager - Hot Roll - Roll Shop	1
	Process Manager - Hot Rolling	1
	Shift Manager - Hot Roll - Electrical Maintenance	3
	Shift Manager - Hot Roll - Furnaces	1
	Shift Manager - Hot Roll - Mechanical Maintenance	3
	Shift Manager - Hot Roll - Roll Shop	1
	Shift Manager - Hot Roll - Roller	3
	Shift Manager - Hot Roll - Slab & Conditioning	1
	Shift Manager - Hot Roll Operations	5
Finishing & Shipping - Pickle Line	Administrative Assistant - Finishing	1
	Associate Engineer - Finishing - Mechanical	2
	Division Manager - Finishing & Shipping	1
	Engineer - Finishing - Systems	1
	Manager - Finishing - Electrical Maintenance	1
	Planner - Finishing - Electrical Maintenance	1
	Process Manager - Finishing - Pickling	1
	Shift Manager - Finishing - Electrical Maintenance	1
	Shift Manager - Finishing - Mechanical Maintenance	1
	Shift Manager - Finishing - Operations	3
Finishing & Shipping - Tandem Mill	Engineer - Finishing - Process Improvement	1
	Engineer - Finishing - Systems	2
	Manager - Finishing - Mechanical Maintenance	1
	Manager - Finishing - Pickling/Cold Roll	1
	Planner - Finishing - Mechanical Maintenance	1
	Process Manager - Finishing - Cold Roll	1
	Shift Manager - Finishing - Mechanical Maintenance	1
	Shift Manager - Finishing - Operations	2
	Shift Manager - Finishing - Roll Shop	1

## ATTACHMENT A

<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
<b>Finishing &amp; Shipping - Batch Anneal</b>		
	Shift Manager - Finishing - Electrical Maintenance	1
	Shift Manager - Finishing - Operations	1
<b>Finishing &amp; Shipping - Temper Mill</b>		
	Manager - Finishing - Operations	1
	Process Manager - Finishing - Temper Mill	1
	Shift Manager - Finishing - Electrical Maintenance	1
	Shift Manager - Finishing - Mechanical Maintenance	1
<b>Finishing &amp; Shipping - HDGL</b>		
	Engineer - Finishing - Process Improvement	1
	Engineer - Finishing - Systems	2
	Engineer - Reliability	1
	Manager - HDGL - Finishing & Shipping	1
	Planner - Finishing - HDGL - Maintenance	1
	Process Manager - HDGL - Finishing & Shipping	1
	Shift Manager - Finishing - Combustion	1
	Shift Manager - Finishing - Electrical Maintenance	2
	Shift Manager - Finishing - Mechanical Maintenance	1
<b>Maintenance, Engineering &amp; Utilities - Water Treatment</b>		
	Administrative Assistant - MEU - Water Treatment	1
	Manager - MEU - Water Treatment	1
	Shift Manager - MEU - Water Treatment	4
<b>Maintenance, Engineering &amp; Utilities - Powerhouse/Steam</b>		
	Engineer - Powerhouse - Electrical	1
	Process Manager - MEU - Powerhouse	2
	Shift Manager - MEU - Powerhouse	5
<b>Plant Services, Logistics &amp; Railroad - Mobile Equipment</b>		
	Shift Manager - Plant Services - Maintenance, Logistics & Landfill	1
	Shift Manager - Plant Services - Transportation	1
<b>Vice President &amp; General Manager</b>		
	Administrative Assistant - General Manager	1
	Communications Specialist	1
<b>Process Automation</b>		
	Division Manager - Process Automation	1
	Engineer - Process Automation	6
<b>Maintenance, Engineering &amp; Utilities &amp; Administrative</b>		
	Administrative Assistant - MEU	1
	Division Manager - MEU	1
	Engineer - Electrical Power Distribution	1
	Engineer - Reliability Practitioner	7
	Manager - Electrical Infrastructure & Powerhouses	1
	Manager - Mechanical & MEU Maintenance	1
	Manager - MEU - Manufacturing Technology	1
	Manager - Reliability Engineering	1

<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
	Manager Utilities & Engineering Construction	1
	Master Planner	1
	Operations Technology Leader	1
	Reliability Engineer - MEU	7
	Shift Manager - MEU - Construction	1
	Shift Manager - MEU - Electrical	2
	Shift Manager - MEU - Mechanical	2
<b>Plant Services, Logistics &amp; Administrative</b>		
	Administrative Assistant - Plant Services	1
	Division Manager - Plant Services, Logistics & Railroad	1
	Manager - Plant Services - Contract Administration	1
	Shift Manager - Plant Services - HVAC & Fire Systems	1
	Shift Manager - Plant Services - Infrastructure	1
<b>Plant Human Resources</b>		
	Administrative Assistant - Human Resources	1
	Associate - Human Resources Representative	1
	Manager - Human Resources	1
	Representative - Human Resources	4
<b>Plant Accounting</b>		
	#2 Steel Producing Financial Analyst	1
	Accountant	1
	Analyst - Fixed Assets & Taxes	1
	Financial Analyst	2
	Financial Analyst - Steel Inventory	1
	Financial Analyst Manufacturing Technology	1
	Financial Analyst Systems/Reporting	1
	Finishing Division Financial Analyst	1
	Iron Division Financial Analyst	1
	Manager - Financial Analysis	1
	Steel Inventory Coordinator	1
	Supervisor - Cost Accounting	1
<b>Plant Purchasing</b>		
	Procurement Specialist	6
<b>Quality Systems</b>		
	Associate Engineer - Quality Systems - Chemical	1
	Division Manager - Quality Systems	1
	Engineer - Quality Systems - Chem. Lab Coordinator	2
	Engineer - Quality Systems - Coordinator	3
	Engineer - Quality Systems - Customer Technical Services	3
	Engineer - Quality Systems - Finishing Product Inspection	2
	Engineer - Quality Systems - Finishing Product Metallurgist	1
	Engineer - Quality Systems - Finishing Technical Support	1
	Engineer - Quality Systems - HDGL Product Inspection	1
	Engineer - Quality Systems - HDGL Product Metallurgist	1
	Engineer - Quality Systems - Hot Mill Technical Support	1
	Engineer - Quality Systems - Hot Roll Product Inspection	1
	Engineer - Quality Systems - Hot Roll Product Metallurgist	2
	Engineer - Quality Systems - Metal	1
	Engineer - Quality Systems - Steel Producing Technical Support	2

<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
	Manager - Quality Systems - Customer Technical Services	1
	Manager - Quality Systems - Finishing Quality	1
	Manager - Quality Systems - Hot Roll Quality	1
	Manager - Quality Systems - Steel Producing Quality	1
	Part Builder - Quality Systems	2
	Product Metallurgist - Quality Systems - Steel Producing	1
	Shift Manager - Quality Systems - Testing Labs	3
	Statistician - Quality Systems	1
<b>Plant Administrative Services</b>		
	Associate Labor Relations Representative	1
	Division Manager - Continuous Improvement - General Manager	1
	Engineer - Construction - Cleveland	2
	Engineer - Continuous Improvement	4
	Engineer - Finishing	1
	Engineer - HSM/Finishing - Safety	1
	Engineer - Iron Producing	2
	Engineer - Iron Producing/Steel Producing - Safety	1
	Engineer - MEU	1
	Engineer - Steel Producing - Cleveland	1
	Engineer Environmental	1
	Manager - Environmental	1
	Manager - Labor Relations	1
	Manager - Manufacturing Technology	1
	Process Manager - Security	1
	Representative - Labor Relations	3
	Shift Manager - Security	5
<b>Facility Loading</b>		
	Engineer - Supply Chain Management	2
	Manager - Supply Chain Management	3
	Planner - Supply Chain Management	6
	Scheduler - Supply Chain Management	2
	Shift Manager - Finishing & Shipping - Supply Chain Management	1
	Turn Scheduler - Supply Chain Management	1
<b>Railroads</b>		
	Manager - Railroad Engineering & Maintenance	1
	Manager - Railroad Operations	1
	Planner - Railroad Traffic Operations	1
	Railroad Accountant	1
	Shift Manager - Railroad Maintenance	2
	Shift Manager - Railroad Operations	5
<b>Corporate - Plant General Manager</b>		
	General Manager	1
<b>Corporate - Finance</b>		
	Accounts Payable Coordinator/Accounting	1
	Assistant Controller AMUSA Plants/Finance	1
	Manager - Accounts Payable/Accounting	2
	Plant Controller	1

<u>Department</u>	<u>Positions</u>	<u>Number of Employees</u>
Corporate - Steel Planning	Operations Analyst - Supply Chain Management	1
	Senior Division Manager - Supply Chain Management - East Operations	1
Corporate - Engineering	Manager - Corporate Engineering	1
	Plant Engineer - Corporate Engineering	1
Corporate - Purchasing	Procurement Manager - Cleveland, Weirton, Columbus Coatings, Lackawana	1
	Sourcing Manager, MRO, Procurement & Supply Chain	1
	Sourcing Manager, Scrap, Plant Raw Materials, Procurement & Supply Chain	1
Corporate - Sales & Customer Service	Account Manager	7
	Customer Representative	9
	Customer Representative Part Builder	1
	Customer Service Manager	1
	Director, Tubular Products	1

We believe we have listed all job titles above. To the extent that a job title for an employee who is not represented by the Union was inadvertently omitted, that employee will be affected during the same fourteen (14) day window set forth in the attached WARN Notice.