



KENNETH D. SIMMONS
General Manager - Labor & Employee Relations
P 216.694.4888 kenneth.simmons@cliffsnt.com

CLIFFS NATURAL RESOURCES INC.
200 Public Square, Suite 3300, Cleveland, OH 44114
P 216.694.5700 cliffsnaturalresources.com

March 26, 2012

RECEIVED

MAR 28 2012

WIA
WORKFORCE PROGRAMS

Ms. Lori Kulju
Supervisor
Tilden Township
3145 County Rd. PG
Ishpeming, MI 49849

Subject: Empire Iron Mining Partnership/Tilden Mining Company L.C. WARN Notice

Dear Ms. Kulju:

As a result of a reduction in demand for its pellets, Empire Iron Mining Partnership, which is owned by subsidiaries of Arcelor Mittal Steel USA and Cliffs Natural Resources Inc., and supplies iron ore pellets to those companies for internal consumption and commercial sales, will be required to temporarily idle its operations beginning on or about June 1, 2012 and lasting until on or about October 15, 2012. Operations could resume sooner if unforeseen orders were to materialize for its pellets. It is also possible that the shut down period could be extended if the current demand for its pellets were to soften. We would, of course, advise you of any such change in plans.

Due to this temporary idling of Empire's operations, hourly employees at Empire will be laid off on or after June 1, 2012. The number of employees who will be laid off and their job titles are shown on the attached schedule. Because of range wide bumping rights with Tilden Mining Company L.C., employees at each location are affected by reductions in force not only at their own mine but by reductions in force at the other mine. Reductions in force at each location will be made in compliance with the seniority provisions of the September 1, 2008 Basic Labor Agreement and Seniority and Posting Agreement. Benefits for employees laid off will be pursuant to the Basic Labor Agreement, the Supplemental Unemployment Benefits Agreement, and Program of Insurance Benefits applicable to the employees.

The United Steelworkers represent hourly employees at Empire Iron Mining Partnership and Tilden Mining Company L.C. Their representatives are:

Both Mines

Mr. Michael Bolton
Director, District 2
United Steelworkers
1244A Midway Road
Menasha, WI 54952

Empire Mine

Mr. Mark Poirier
President, Local 4950
United Steelworkers
1206 Baldwin Avenue
Negaunee, MI 49866

Tilden Mine

Mr. James Jarvi
President, Local 4974
United Steelworkers
P.O. Box 2000
Ishpeming, MI 49849-0901

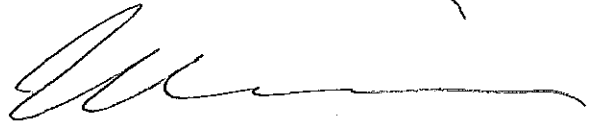
In the event additional information is needed by you regarding this notice you should contact Mr. Lyle Goward, Area Manager – Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. His phone number is 906-475-3534 and his FAX number is 906-475-3472. His e-mail address is Lyle.Goward@Cliffs NR.com.

The information contained in this notice is based upon information available to the Company as of the date of this notice. Should a change in circumstances materially affect the scope, timing, or duration of the planned idling of operations we will notify you accordingly.

Very truly yours,

Empire Iron Mining Partnership and
Tilden Mining Company L.C., doing
Business together as Cliffs Michigan
Operations, by
The Cleveland – Cliffs Iron Company,
Operating Agent

Kenneth D. Simmons

A handwritten signature in black ink, appearing to read 'K. Simmons', with a long horizontal flourish extending to the right.

General Manager
Labor and Employee Relations

Cc: James Kochiever - Acting General Manager – Cliffs Michigan Operations
Mr. Lyle Goward – Area Manager – Human Resources – Cliffs Michigan Operations
Mr. Eugene Bryant – Director – Human Resources – USIO
Ms. Stephanie Bechorn – Manager, WI Section Workforce Development Agency

Empire Plant

Job Class	Job Title	May 12	Jun 12	# of Inv-offs
CONCENTRATOR OPERATING				
15208	LOADER OPERATOR CNO	0	0	0
18112	CONCENTRATOR - UTILITIES	0	0	0
18411	CONC PLANT ATTENDANT	32	0	32
18510	CONC'S PLANT OPERATOR	4	0	4
18613	ASST PLANT OPERATOR-CONC	12	1	11
18618	UTILITYMAN - CONCENTRATOR	0	0	0
18812	QUALITY TECHNICIAN I	10	0	10
30502	GENERAL LABORER	1	0	1
18810	VACUUM TRUCK	0	0	0
10710	REAGENT HANDLER	0	0	0
30502	DRYMAN	0	0	0
	VACATION REPLACEMENTS	0	0	0
	Conc. Operating Sub-Total	58	1	58

PELLET PLANT OPERATING				
15231	CREW COORDINATOR/FILL-IN	0	0	0
30502	GENERAL LABORER PPO	0	0	0
15106	HOSE HANDLER-VAC TRUCK	1	0	1
15012	VACUUM TRUCK OPERATOR	1	0	1
30218	PELLET PLANT OPER	4	1	3
30712	DRYER OPERATOR/IN ATTENDANT	4	0	4
33709	UTILITYMAN - PP	22	0	22
35913	ASST OPERATOR - PP	20	0	20
	VACATION REPLACEMENTS	0	0	0
	Pellet Plant Operating Sub-Total	52	1	51

GENERAL PLANT				
30502	GENERAL LABORER	0	0	0
10710	CONTRACT COORDINATOR	0	0	0
33206	WAREHOUSEMAN STD	8	0	8
60020	SAFETY CHAIRPERSON	1	0	1
74420	TRAINER	7	0	7
71018	UNION SAFETY REPRESENTATIVE	2	1	1
74475	TRAINING COORDINATOR	0	0	0
72318	UNION OFFICER	1	1	0
	VACATION REPLACEMENTS	0	0	0
	General Plant Sub-Total	19	2	17
	TOTAL PLANT OPERATING	130	4	128

PLANT MAINTENANCE				
73618	CRANE REPAIRMAN	1	0	1
15012	PITMAN CRANE OPERATOR	1	0	1
30411	HEATING PLANT ATTDT	1	0	1
70516	CRANE OPERATOR	1	0	1
54206	TOOLROOM ATTENDANT	1	0	1
60809	LUBRICATION TECHNICIAN	7	0	7
65018	AIR CONDITIONING REPAIRMAN	0	0	0
60014	DOORMAN	1	0	1
30502	GENERAL LABORER/DRYMAN	0	0	0
73418	FIRE EXTINGUISHER TECH	1	0	1
18008	UTILITYMAN	2	0	2
50000	PLANT REPAIRMEN HELPER	0	0	0
71417	PLUMBER STD	1	0	1
15231	CREW COORDINATOR/FILL-IN	0	0	0
72518	PLANT REPAIRMAN STD	118	1	117
73918	WELDER STD	7	0	7
73018	STRUCTURAL STEEL - WELDERS	8	0	8
72518	STRUCTURAL STEEL - REPAIRMAN	2	0	2
73418	WELDER LAYOUT STD	4	0	4
60010	MILL LINERMAN/LINING TECH/LEADER	0	0	0
74020	MACHINIST STD	0	0	0
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT MAINTENANCE	182	1	181

PLANT ELECTRICAL				
76322	ELECTRONIC REPAIRMAN STD	12	0	12
74420	ELECTRICIAN FIELD STD	21	1	20
50512	ELECTRICIAN FIELD APPREN	0	0	0
50108	ELECTRICIAN HELPER	2	0	2
05018	AIR CONDITIONING REPAIRMAN	2	0	2
54207	LIGHT FIXTURE CLEANER	0	0	0
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT ELECTRICAL	37	1	36
	TOTAL PLANT MAINTENANCE	199	2	197
	TOTAL EAST PLANT	329	6	323