

KENNETH D. SIMMONS
General Manager - Labor & Employee Relations
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CLIFFS NATURAL RESOURCES INC. 200 Public Square, Suite 3300, Cleveland, OH 44114 P 216.694.5700 cliffsnaturalresources.com

March 26, 2012

RECEIVED

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

MAR 2 8 2012

WIA
WORKFORCE PROGRAMS

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 Steeworkers 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

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

	_			
b Class	Job Title	Moy.12	Jun 12	# of lay-offs
	ATOR OPERATING			
	LOADER OPERATOR CNO	0	0	. 0
	CONCENTRATOR - UTILITIES	0	D	0
18411	CONC PLANT ATTENDANT	32		32
18519	CONCIG PLANT OPERATOR	4	0	4
18613	ASST PLANT OPERATOR-CONC	12	1	11
	UTILITYMAN - CONCENTRATOR	0	0	0
	QUALITY TECHNICIAN I	10	0	10
	GENERAL LABORER		0	1
	VACUUM TRUCK	0	0	0
10710	REAGENT HANDLER	0		9
30502	DRYMAN	0	0	0
	VACATION REPLACEMENTS	0	0	ō
	Conc. Operating Sub-Total	50	1	58
ELLET PL	ANT OPERATING		,	
15231	CREW COORDINATOR/FILL-IN	0	0	0
30502	GENERAL LABORER PPO	_0_	1_0_1	0
15106	HOSE HANDLER-VAC TRUCK	1	D	1
15012	VACUUM TRUCK OPERATOR	1	0	1
36218	PELLET PLANT OPER	4	1	3
35712	DRYER OPERATOR/BIN ATTENDANT	A	0	4
33709	UTILITYMAN - PP	22	0	22
35913	ASST OPERATOR - PP	20	0	20
	VACATION REPLACEMENTS	0	l D	0
	Pollet Plant Operating Sub-Total	52	1	51
	Total Figure Operating 505-7025		 _	31
CENERAL	PLANT			
30502	GENERAL LABORER	0	_0	0
16716_	CONTRACT COORDINATOR	0	0	1 6
				i .
33208	WAREHOUSEMAN STD	8	 0	-
fi3020	SAFETY CHAIRPERSON	1	0	1
74420	TRAINER	7	_0	7
71918	UNION SAFETY REPRESENTATIVE	2	1	1 1
74420	TRAINING COORDINATOR	0	0	
72318	UNION OFFICER	1	1	
	VACATION REPLACEMENTS	· 0	0	. 0
	General Plant Sub-Total	10	2	
	TOTAL PLANT OPERATING	130	4	128
	AINTENANCE	·	<u> </u>	,
73618	AINTENANCE CRANE REPAIRMAN	1	0] 1
73618	CRANE REPAIRMAN	1	0	
73618 15012	CRANE REPAIRMAN PITMAN CRANE OPERATOR		0	1
73618 15012 36411	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT	1	0	1
73618 15012 36411 70516	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR	1 1	0 0	1 1
73618 15012 36411 70516 54208	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOOLROOM ATTENDANT	1 1 1	0 0 0	1 1
73618 15012 36411 70516	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOOLROOM ATTENDANT LUBRICATION TECHNICIAN	1 1	0 0 0	1 1 1 1 7
73618 15012 36411 70516 54208	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOOLROOM ATTENDANT	1 1 1	0 0 0	1 1
73618 15012 36411 70516 54208 60809	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOOLROOM ATTENDANT LUBRICATION TECHNICIAN	1 1 1 7	0 0 0	1 1 1 1 7
73618 15012 36411 70516 54208 60809 65018 66014	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTDT CRANE OPERATOR TOOLROOM ATTENDANT LUBRICATION TECHNICIAN AIR CONDITIONING REPAIRMAN DOORMAN	1 1 1 1 7	0 0 0 0 0	1 1 1 7 7 0 1
73618 15012 36411 70516 54208 60809 65018 60014 30502	GRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOOLROOM ATTENDANT LUBRICATION TECHNICIAN AIR CONDITIONING REPAIRMAN OOORMAN CENERAL LABORERIDRYMAN	1 1 1 7 0 1	0 0 0 0 0 0 0	1 1 1 7 7 0 1 0
73618 15012 36411 70516 54208 60809 65018 60014 30502 73418	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTDT CRANE OPERATOR TOCKROM ATTENDANT LUBRICATION TECHNOLIAN AIR CONDITIONING REPAIRMAN DOORNAN CENERAL LABORER/DRYMAN FIRE EXTINOUISHER TECH	1 1 1 1 7 0 1	0 0 0 0 0 0 0 0	1 1 1 7 0 1 0 1
73618 15012 36411 70516 54208 60809 65018 60014 30502 73418 18008	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOCKROOM ATTENDANT LUBRICATION TECHNICIAN AIR CONDITIONING REPAIRMAN DOORMAN CENERAL LABORERJORYMAN EIGE EXTINOUISHER TECH UTILITYMAN	1 1 1 7 0 1 0 1 2	0 0 0 0 0 0 0 0 0 0	1 1 1 1 7 0 1 1 0 1 2
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73618 15012 36411 70516 54208 60809 65014 30502 73418 19008 59800 71417	CRANE REPAIRMAN PITMAN CRANE OPERATOR HEATING PLANT ATTOT CRANE OPERATOR TOCKROOM ATTENDANT LUBRICATION TECHNICIAN AIR CONDITIONING REPAIRMAN COORMAN CENERAL LABORERIDRYMAN CIERE EXTINOUISHER TECH UTILITYMAN PLANT REPAIRMEN HELPER PLUMBER STD CREW COORDINATOR/FILL-IN	1 1 1 1 7 0 1 0 1 2 0	0 0 0 0 0 0 0 0 0 0	1 1 1 7 0 1 1 2 0 0 1 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 1 0
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