



CLIFFS NATURAL RESOURCES INC.  
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Robert H. Fischer  
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April 14, 2020

Brian Marcotte  
Manager, WIA Section  
Workforce Development Agency  
Victor Office Center  
201 N. Washington Square  
Lansing, MI 48913



**RE: Tilden Mining Company L.C. WARN Notice**

Dear Mr. Marcotte,

As a result of an unexpected reduction in demand for its pellets, Tilden Mining Company, L.C. will be required to temporarily idle its operations beginning this month. We anticipate that the operation will be fully idled by April 26, 2020.

As you know, we have historically provided advanced notice when we have placed Tilden Mine in idle status. This is our preference, but unprecedented economic fallout of the COVID-19 pandemic and the resulting sharply lower demand for our pellets have presented unforeseen business circumstances that made advance notice of this layoff impracticable.

We currently anticipate that this reduction in operations will approximately last eight weeks. Operations could return to normal sooner if unforeseen orders were to materialize for its pellets. It is also possible that the reduction period could be extended if the current demand for its pellets were to soften. We will of course advise you of any such changes in plans.

Due to this temporary reduction of Tilden's operations, both hourly and salary employees at Tilden will be laid off on or after April 26, 2020. The number of hourly employees who will be laid off is approximately 632. This reduction in force at this location for hourly employees will be made in compliance with the seniority provisions of the Basic Labor Agreement ("BLA") and the Seniority and Posting Agreement. Attached is a listing of the hourly employees in seniority order. While layoffs are made based on employees' seniority, the Seniority and Posting Agreement can alter the order employees are selected for layoff. The number of salary employees who will be laid off is approximately 55.

Benefits for hourly employees laid off will be provided pursuant to the BLA, the Supplemental Unemployment Benefits Agreement, and Program of Insurance Benefits applicable to the employees.

April 10, 2020  
Mr. Scott Mills  
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The United Steelworkers represents hourly employees at Empire Iron Mining Partnership and Tilden Mining Company L.C. Their representatives are:

**Both Locals**

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

**Local 4950 – Empire Mine**

Mr. Chad Korpi  
USW President, Local 4950  
1206 Baldwin Avenue  
Negaunee, MI 49866

**Local 4974 – Tilden Mine**

Mr. Ryan Underwood  
USW President, Local 4974  
P.O. Box 2000  
Ishpeming, MI 49849-0901

In the event additional information is needed regarding this notice, you should contact Ms. Angela Denucci, Area Manager, Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. Her phone number is 906-475-3406 and her fax number is 906-475-3379. Ms. Denucci's e-mail address is [angela.denucci@clevelandcliffs.com](mailto:angela.denucci@clevelandcliffs.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,



Robert H. Fischer  
Vice President, HR and Labor Relations

cc: James Kochevar, General Manager – Cliffs Michigan Operation  
Angela Denucci, Area Manager, Human Resources – Cliffs Michigan Operations