



ArcelorMittal

**VIA email**

July 24, 2020

Ashley Gatlin  
Program Director, Rapid Response  
Department of Workforce Development  
10 N Senate Avenue, SE311  
Indianapolis, IN 4620  
Email: [agatlin@dwd.in.gov](mailto:agatlin@dwd.in.gov)  
[warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

**Notice Under Worker Adjustment and Retraining Notification Act (“WARN”)**

Dear Ms. Gatlin:

This notice is provided to you by ArcelorMittal Burns Harbor LLC and ArcelorMittal USA LLC (“the Company”) under the federal Worker Adjustment and Retraining Notification Act (“WARN”). Please be aware that WARN encourages employers to provide notice even when it is not required. Many of the Company’s customers closed their operations due to the COVID-19 pandemic. Despite their re-openings, business conditions continue to be depressed during the pandemic, with no significant improvement in demand for the products we manufacture foreseen in the near term. This has had a direct impact on our business.

Due to additional and unforeseen deterioration in the market for our products since the announcement of temporary layoffs – including, but not limited to, re-evaluation of the extent to which customers will re-open within six (6) months and projected reduced demand for our output – the Company is now required to institute indefinite layoffs of represented employees and certain terminations among salaried, unrepresented employees at the ArcelorMittal Burns Harbor facility at 250 West U. S. Highway 12, Burns Harbor, IN 46304.

This “mass layoff,” as defined by and for purposes of WARN only, and our indefinite layoffs for represented employees of ArcelorMittal Burns Harbor LLC, will begin on August 1, 2020, or the 14-day period following. We expect that these layoffs will be indefinite, and we cannot predict their duration at this time, although we now expect that they will last longer than six (6) months. There are applicable “bumping” or displacement rights for hourly, represented employees at ArcelorMittal Burns Harbor LLC. The represented employees at ArcelorMittal Burns Harbor LLC are represented by United Steelworkers Local 6787, Mr. Pete Trinidad, President, 1100 Max Mochal Highway, Chesterton, IN 46304..

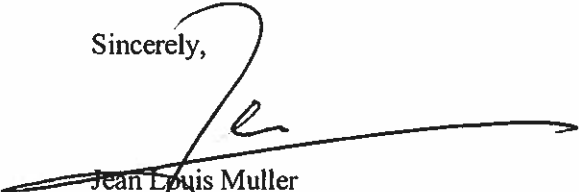
This “mass layoff,” as defined by and for purposes of WARN only, and our permanent terminations of certain salaried, unrepresented employees of ArcelorMittal USA LLC, will begin on August 1, 2020, or the 14-day period following. There are no applicable “bumping” or displacement rights at the ArcelorMittal Burns Harbor facility for salaried, unrepresented employees.

The job titles of the positions to be affected at the facility and the number of affected employees in each such job title are listed in the enclosed Attachment A.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable as the pandemic and its economic impact progressed. We would like to have given you more notice of this action, but we are providing you with as much notice as possible.

If you require further information, please email us at [debra.proper@arcelormittal.com](mailto:debra.proper@arcelormittal.com) or call Debra Proper, Manager-Employee Services, at 219-787-2512.

Sincerely,



Jean Louis Muller  
Vice President and General Manager  
ArcelorMittal Burns Harbor LLC

## ATTACHMENT A

As explained in the accompanying letter, the following job titles of the positions to be affected and the number of affected employees in each such job title are subject to this “mass layoff” under WARN at ArcelorMittal Burns Harbor. The indefinite layoffs for represented employees will begin on August 1, 2020, or the 14-day period following. The permanent terminations of certain salaried, unrepresented employees will begin on August 1, 2020, or the 14-day period following

### INDEFINITE LAYOFFS FOR REPRESENTED EMPLOYEES OF ARCELORMITTAL BURNS HARBOR LLC

Job Title	Number of Affected Employees
Utility Person	280
Service Technician	233
Operating Technician	89
Maintenance Technician Electrician	14
Maintenance Technician Mechanic	11
Senior Operating Technician	6
Clerical Technician	5
Senior Clerical Technician	8

### PERMANENT TERMINATIONS OF CERTAIN SALARIED, UNREPRESENTED EMPLOYEES OF ARCELORMITTAL USA LLC

Job Title	Number of Affected Employees
Account Manager – Sales & Marketing	1
Administrator – Quality	1
Analyst – Finance	5
Analyst – Procurement	1
Associate Analyst – Finance	4
Associate Rep – HR	1
Engineer – Plant Operations	2
Engineer – Quality	1
Lead Engineer – Plant Operations	2
Manager – Communications	1
Manager – Plant Operations	1
Planner – Supply Chain Management	4
Process Coordinator – Finance	1
Process Manager – Finance	2
Process Manager – Plant Operations	4
Project Analyst – Finance	3
Project Analyst – Procurement	2
Project Engineer – Plant Operations	3
Project Engineer – Safety & Health	1
Representative – HR/LR	1
Representative – Sales & Marketing	12
Shift Manager – Plant Operations	7
Specialist – Plant Operations	1
Specialist – Procurement	1

Specialist – Quality	1
Sr. Account Manager – Sales & Marketing	1
Sr. Analyst – Finance	1
Sr. Engineer – Quality	2
Sr. Planner – Plant Operations	1
Sr. Specialist – Plant Operations	1