



April 28, 2020

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Avenue, SE311
Indianapolis, IN 46204

Dear Mrs. Gatlin,

This letter is notice that the North America Segment of ArcelorMittal USA LLC (“Company”) is placing employees who work at 3210 Watling Street, East Chicago, IN 46312 on temporary, unpaid layoffs. Many of the Company’s customers have unexpectedly and temporarily closed their plants due to the COVID-19 pandemic. The temporary closure of these customers has a direct impact on our business and requires us to place employees on temporary, unpaid layoff.

There are 3 employees currently affected at this employment site. The temporary layoffs will be intermittent. This means that employees will work certain weeks and be laid off certain weeks. The first week of the layoff will be the week from Monday, May 4, 2020 – Friday, May 8, 2020. The schedule for future layoffs will depend on the department of the affected employees and has been communicated directly to those employees.

At this time, the Company expects these temporary layoffs to last less than six months. Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act (“WARN”), we thought it appropriate to provide you with this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the automotive closures, the COVID-19 pandemic, the World Health Organization’s pandemic declaration on March 11th, the President’s declaration of a national emergency on March 13th, and other related announcements and actions.

We also have given or are giving appropriate notice to the affected employees.

Should you require further information, please contact Vladimir Poselenskiy at the following phone number: 251-225-5975.

Sincerely,

A handwritten signature in black ink, appearing to read "Ilton Zamprogno".

Ilton Zamprogno
Head of Human Resources, ArcelorMittal North America