



United States Steel Corporation
One North Broadway
Gary, IN 46402-3199
Phone : 219-888-4014

James Van Buren
Senior Director – Employee Relations

May 1, 2020

Via Electronic Mail (agatlin@dwd.in.gov)
with Courtesy Copy via Overnight Delivery

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

Dear Ms. Gatlin:

The purpose of this letter is to notify you of employment losses resulting from various indefinite operational adjustments at United States Steel Corporation's ("the Company") Gary Works facility. These actions are due to the sudden, dramatic, and unexpected decline in business conditions resulting from the worldwide COVID-19 pandemic, which was both out of the Company's control and not reasonably foreseeable. Following is information relevant to this matter.

- Name and address of employment site where employment losses will occur:

Gary Works
One North Broadway
Gary, IN 46402-3199

- Planned Action: Indefinite operational adjustments with resulting employment losses at Gary Works.
- Names of units which are affected: The planned action is expected to result in employment losses in all departments throughout the Gary Works facility.
- Employment losses associated with the planned action will commence on May 03, 2020 and continue periodically while the underlying business conditions last.
- The attached list identifies the titles of the positions and the number of employees in each position who will or may be affected by the planned action.
- Existence of bumping rights: Pursuant to applicable labor agreements.
- Name, address and telephone number of Company officials to contact for further information:

Lucas J. McElfresh
Department Manager - Labor Relations
One North Broadway
Gary, IN 46402-3199
(219) 888-5304
LJMcElfresh@uss.com

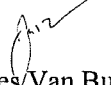
- Notices are also being sent to:

Jerome A. Prince
Mayor - City of Gary
401 Broadway
#102
Gary, IN 46402

Thomas M. Conway
International President
United Steelworkers
Five Gateway Center
Pittsburgh, PA 15222

The information in this notice is based upon the best information available to the Company as of this date and is being provided as promptly as practicable in light of the current business circumstances.

Very truly yours,


James Van Buren
Senior Director – Employee Relations

Job Title	No. of Employees
Analytical/Technical I	69
Analytical/Technical II	14
Analytical/Technical III	44
Clerical II	27
Maintenance Technician	890
Operating Technician I	463
Operating Technician II	175
Security II	1
Security III	7
Security IV	2
Senior Operating Technician	65
Utility Person	130
Utility Technician	865
Account Manager I	1
Accounting Analyst II	3
Accounting Analyst III	2
Administrative Assistant III	1
Application Analyst II	1
Application Architect II	2
Application Developer II	1
Area Manager - Maintenance	5
Area Manager - Maintenance Planning	2
Area Manager - Operations	4
Business Planner I	2
Business Planner III	3
Business Planner IV	2
Coordinating Manager - Employee Relations	1
Coordinator - Labor Relations	1
Coordinator - Plant Inventory	1
Coordinator - Plant Warehouses	1
Coordinator - Safety & Industrial Hygiene	1
Coordinator - Training	1
Department Manager - Medical Services	1
Department Manager - Quality Assurance	3
Director - Facility Project Management	1
Director - Industrial & Service Center Solutions FP&A	1
Director - Operational Excellence	1
Director - Product Quality Development	1
Director - Project Management Office	1
Director - Quality Assurance	1
Director - Reliability Centered Maintenance	1
Director - Safety & Security Center of Excellence	1
Director II - Employee Relations	1
Division Manager II	5
Employee Services Associate III	1

Employee Services Representative II	1
Enterprise Asset Management Analyst III	1
Environmental Engineer I	2
Environmental Engineer II	3
Field Support Administrator I	1
Field Support Analyst I	1
Field Support Analyst II	2
Fire Protection Specialist III	1
FP&A Analyst III	2
FP&A Analyst IV	1
General Manager - Quality Assurance	1
HR Process Specialist	1
Investigator III	3
Labor Relations Representative II	1
Labor Relations Representative IV	1
Management Associate - Engineering	2
Management Associate - Environmental Affairs	1
Management Associate - Maintenance	1
Management Associate - Operations	2
Management Associate - Plant Processes	2
Management Associate - Quality Assurance	2
Manager - Engineering	2
Manager - Environmental	1
Manager - Global Facility Infrastructure Support	1
Manager - Operations Planning	1
Manager - Order Entry Management	1
Manager - Plant Accounting	1
Manager - Process Control Engineering	3
Manager - Safety & Auditing Services	1
Manager - Safety & Industrial Hygiene	1
Manager - Safety & Security	1
Manager - Security & Fire Protection	1
Manager II - Site Engineering	2
Material Allocation Analyst III	1
Metallurgical Engineer II	1
Metallurgical Engineer III	1
Network Administrator II	2
Network Analyst III	2
Plant Inventory Manager II	1
Plant Manager III	2
Plant Reliability Specialist II	3
Plant Reliability Specialist III	3
Plant Warehouse Manager I	1
Plant Warehouse Manager II	1
Process Control Architect II	4
Process Control Architect III	2
Process Control Engineer I	9

Process Control Engineer II	2
Process Control Engineer III	1
Process Coordinator - Maintenance	17
Process Coordinator - Maintenance Planning	12
Process Coordinator - Operations	14
Process Coordinator - Operations & Maintenance	1
Process Engineer I	3
Process Engineer III	1
Process Engineer V	2
Process Excellence Consultant	1
Process Manager II - Operations	2
Process Manager III - Maintenance	2
Process Manager III - Operations	5
Productivity Improvement Representative II	1
Project Engineer II	1
Project Engineer III	1
Project Engineer IV	1
Quality Assurance Engineer I	12
Quality Assurance Engineer II	2
Quality Assurance Engineer III	3
Quality Systems Engineer II	1
Quality Systems Engineer III	1
Safety & IH Gas Specialist II	3
Safety & Industrial Hygiene Specialist I	2
Safety & Industrial Hygiene Specialist II	2
Safety & Industrial Hygiene Specialist III	2
Security Architect IV	2
Security Assistant II	1
Senior Area Manager - Maintenance	2
Senior Area Manager - Operations	6
Senior Department Manager - Labor Relations	1
Senior Department Manager - Quality Assurance	1
Senior Director - Business Planning	1
Senior Director - Employee Relations	1
Senior Director - Environmental	1
Senior Manager - Accounting	1
Senior Manager - Business Planning	2
Senior Manager - FP&A	2
Senior Manager - Reliability Centered Maintenance	1
Senior Metallurgical Engineer	2
Senior Process Health Consultant	1
Shift Manager I - Maintenance	5
Shift Manager I - Operations	5
Shift Manager II - Maintenance	27
Shift Manager II - Operations	43
Shift Manager III - Maintenance	30
Shift Manager III - Operations	39

Specialist I - Operational Excellence	1
Specialist III - Operational Excellence	3
Student Employee	7
Supervisor I - Labs	2
Supervisor II - Security	2
Supervisor III - Labs	1
Supervisor III - Security	2
Systems Administrator II	1
Systems Analyst I	2
Systems Architect II	1
Technical Industry Manager	1
Vice President - Gary Works	1
VP - Asset Revitalization & Manufacturing Excellence	1