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11-09-20

Dear Brothers and Sisters,

I wanted to let you all know that on Friday Nov. 6th a delegation from Cleveland Cliffs toured our plant. Stops were made at #1 and #2 Steel Producing, Blast Furnace, Hot Mill and the Hot Dip Line. The group consisted of Executive V.P. Maurice Harapiak HR&Chief Admin Officer, Executive V.P. Cliff Smith & C.O.O, Senior V.P. Chris Sebula, Chief Admin. of Steel Operations, and our former plant manager Executive V.P. Terry Fedor, C.O.O of Steel Mills. Dan Boone, Sam Moyer, and Tony Panza accompanied the group along with the committeemen from the visited areas. The group found our facility to be clean, well-kept, and they did not appear to be overly concerned with the current lack of upkeep or level of capital investment in our plant. When the ongoing issue with the hot spot in C5 blast furnace was mentioned, their answer was, "we will fix it."

First, and most important, Cleveland Cliffs has agreed to accept our entire labor agreement. Our current agreement will remain intact after the takeover of ArcelorMittal by Cliffs. All local agreements as well as our master contract, including medical, will remain unchanged until Sept. 1st of 2022. At that time contract negotiations will begin as scheduled. Because of the *quiet period required during any such major takeover*, there were many things that they were not willing to divulge and they could not comment on the restart of C6 furnace. Those types of discussions will be our highest priority.

One of the main points they did make clear was they did not buy our plant to idle it and **plants will run based on merit and sound business decisions, not favoritism**. They also said they believe in working with the Union, they **respect their employees**, and they will not be expecting us to continually break records. Instead, they prefer a steady, consistent production approach. Cliffs will not be a global company, but an American steel company focused on regional production and delivery. This approach should benefit us greatly as 70% of our product stays in the state of Ohio. Another positive is the fact that all the grades of high strength steel we currently make stays with us when we become part of Cleveland Cliffs.

There are many things that will need to be discussed with them once the transition is complete. It would be presumptuous to believe that everything that ArcelorMittal has stripped away will be regained in the first days or months after the takeover and we should temper our expectations until we meet with them. Tony, Sam and I along with the committeemen do look forward to meeting with them but until we do, we would only be guessing as to what might be easily attained and what will take time. Rest assured that we will try our best to undo all the wrongs that have been thrust upon us.

What we do know is that Cliffs will not be a top-heavy management group and it will be refreshing to work for a company that has a **long-term strategy**. In the interim, I ask you to be patient as the nightmare will be over soon. **We will soon see how much of the blaming, and if "Chicago said" was real or just the excuse for the draconian actions that were placed upon us.** Time will tell.

In Solidarity,

Dan