CLIFFS

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RAPID RESPONSE
WORKFORCE PROGRAMS

January 5, 2009

Ms. Chong-Anna Canfora
Rapid Response
611 W. Ottawa St.
Ottawa Building 4th Floor
Lansing, MI 48933

Subject: Empire Iron Mining Partnership/Tilden Mining Company L.C.
Supplemental WARN Notice

Dear Ms. Canfora:

By letter dated November 4, 2008 I advised you of the difficult economic circumstances impacting Empire Iron Mining Partnership and Tilden Mining Company L.C. and of the need to temporarily idle portions of their operations. Additional reductions in demand by the owners and customers of those companies have forced further reductions in planned production beyond what was anticipated at that time. At this time it is unclear how long the additional idling may last, but it is likely to last beyond six months unless there would be an unanticipated upturn in demand due to a rapid economic recovery or some unforeseen event creating additional demand for iron ore from Empire Mine and/or Tilden Mine.

Due to this additional downturn in demand additional employees at each location beyond those listed in the November 4, 2008 letter will be laid off on or after March 14, 2009. The names of the additional affected employees who are currently known and their current job titles are shown on the attached schedule. Because of Range Wide bumping rights at Empire Mine and Tilden Mine, employees at each location are affected by reductions in force not only at their own mine but by reductions in force at the other mine. Reductions in force at each location will be made in compliance with the seniority provisions of the August 1, 2004 Basic Labor Agreement and Seniority and Posting Agreement, including any changes resulting from the September 1, 2008 Settlement Agreement. Benefits for employees laid off will be pursuant to the Basic Labor Agreement, Supplemental Unemployment Benefits Agreement, and Program of Insurance Benefits.

The United Steelworkers represent hourly employees at Empire Iron Mining Partnership and Tilden Mining Company L.C. Their representatives are:

<u>Both Mines</u>
Mr. Michael Bolton
Director, District 2
United Steelworkers
1244A Midway Road
Menasha, MI 54952

Empire Mine
Mr. Steve Laine
President, Local 4950
United Steelworkers
1206 Baldwin Avenue
Negaunee, MI 49866

Tilden Mine
Mr. James Jarvi
President, Local 4974
United Steelworkers
P.O. Box 2000
Ishpeming, MI 49849-0901

In the event additional information is needed by you regarding this notice you should contact Mr. David Danielson, Senior Area Manager – Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. His phone number is (906)-475-3797 and his FAX number is (906)-475-3472. His e-mail address is david.danielson2@cliffsnr.com.

The information contained in this notice is based upon the information available to the Company as of the date of this notice. Should a material change in circumstances affect the scope, timing or duration of the planned idling of operations we will notify you accordingly.

Very truly yours,
Empire Iron Mining Partnership and
Tilden Mining Company L.C.,
The Cleveland-Cliffs Iron Company,
Operating Agent

David Blake
Vice President

cc: Jeffrey Lipovetz – Mine General Manager – Cliffs Michigan Operations
William Brake – Executive Vice President – Human Resources CMC
David Danielson – Senior Area Manager – HR – Cliffs Michigan Operations

Cliffs Michigan Operations
WARN Notice

1/5/09

EMPLID	LAST_NAME	FIRST_NAME	MI	BUSINESS_TITLE	RPTING_LOC	LOC	STREET1	STREET2	CITY	STATE	ZIP
600632	Ogea	Joseph	W	FRONT END LOADER OPERATOR	EMPIR	EMPIR	205 N Pansy		Ishpeming	MI	49849
600642	Heliste	Wayne	N	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	9319 Walstroms Road		Republic	MI	49879
600643	Ledgerwood	Gregory	S	FRONT END LOADER OPERATOR	TILDN	EMPIR	3901 Co Rd 444		Rock	MI	49880
600306	Gregorich	Alisha	A	QUALITY TECHNICIAN I	EMPIR	EMPIR	1770 Southwood Drive		Ishpeming	MI	49849
600651	Baynton	Robert	S.	FRONT END LOADER OPERATOR	EMPIR	EMPIR	114 Savage		Gwinn	MI	49841
600699	Kjellman	Kristopher	K	FRONT END LOADER OPERATOR	TILDN	EMPIR	618 N 4th Street		Ishpeming	MI	49849
600710	Huttunen	Randy	L	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	12619 M-38		Pelkie	MI	49958
600711	Ruokolainen	Daniel	P	PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	40241 County Road 581		Ishpeming	MI	49849
600164	Maynard	Jeffrey	D	PLANT REPAIRMAN STARTER	TILDN	TILDN	760 Mather Avenue		Ishpeming	MI	49849
600793	Bertucci	David	L	CRUSHING SYSTEM ATTENDANT	EMPIR	EMPIR	727 Cleveland Avenue		Ishpeming	MI	49849
600792	Anderson	Brian	A.	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	755 Baldwin Avenue		Negaunee	MI	49866
330119	Moyle	Gregory	M	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	116 Briarwood Drive		Marquette	MI	49855
600801	Rose	Joseph	R	GRADER OPERATOR	EMPIR	EMPIR	10850 County Road 476		Ishpeming	MI	49849
600799	Ball	Terry	S.	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	716 Everett Street		Negaunee	MI	49866
600800	Boase	Chad	J	GRADER OPERATOR	TILDN	EMPIR	24 West Jarvi Road		Negaunee	MI	49866
607235	Quinnell	Janice	K	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	3470 Co Rd Cd		Ishpeming	MI	49849
607229	Heliste	Don	R	GRADER OPERATOR	TILDN	EMPIR	1950 North Lake Drive		Ishpeming	MI	49849
607230	Johnson	Devon	W	CABLE WINDER	TILDN	EMPIR	895 Patriot Drive		Ishpeming	MI	49849
607234	Puyear	Nathan	T	CABLE WINDER	TILDN	EMPIR	PO Box 186		Gwinn	MI	49841
607232	Lapine	Eric	D	CRUSHING SYSTEM ATTENDANT	EMPIR	EMPIR	405 County Rd ML		Negaunee	MI	49866
600469	Underwood	Ryan	E	PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	460 Dukes Road		Skandia	MI	49885
600671	Bingham	Adam		PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	42 Co. Rd 510		Negaunee	MI	49866
600321	Gangl	Paul		PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	622 S Pine Street		Ishpeming	MI	49849
611017	Pritchett	John	J	CABLE WINDER	TILDN	EMPIR	945 Silver Creek		Marquette	MI	49855
611008	Snell	Scott	A	PLANT REPAIRMAN STANDARD	TILDN	TILDN	2995 County Road Cj		Champion	MI	49814
611013	Gaboury	Dean	R	GRADER OPERATOR	TILDN	EMPIR	629 Maurice Street		Ishpeming	MI	49849
611015	Nelson	Michael	P	FRONT END LOADER OPERATOR	EMPIR	EMPIR	145 N Daisy Street		Ishpeming	MI	49849
330004	Clement	Daniel	J	FRONT END LOADER OPERATOR	EMPIR	EMPIR	208 Judy Street		Marquette	MI	49855
611012	Cox	Bradley	K	FRONT END LOADER OPERATOR	TILDN	EMPIR	303 Granite Street		Champion	MI	49814
611051	Cardew	Lowell	D	GENERAL LABORER	EMPIR	EMPIR	404 Elm Street		Ishpeming	MI	49849
611052	Drummond	David	A	FRONT END LOADER OPERATOR	EMPIR	EMPIR	563 B Silver Creek Road		Marquette	MI	49855
611056	Johnson	Russell	J	PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	349 Marquette		Ishpeming	MI	49849
600275	Niemi	Barrett		PLANT REPAIRMAN STANDARD	EMPIR	EMPIR	409 Buffalo Road		Negaunee	MI	49866
611057	Lindholm	Joel	F	CABLE WINDER	EMPIR	EMPIR	300 Willow Street		Ishpeming	MI	49849
611074	Larson	Charles	J	WAREHOUSEMAN STANDARD	TILDN	EMPIR	1115 Cooper Lake Road		Ishpeming	MI	49849
611064	Reichel	Robert	K	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	813 Camelot Drive		Negaunee	MI	49866
611068	Partanen	Steven	P	UTILITYMAN - PELLET PLANT	EMPIR	EMPIR	715 Vine Street Apt. #6		Ishpeming	MI	49849
611073	Hammond	Larry	J	PLANT REPAIRMAN INTERMEDIATE	TILDN	TILDN	PO Box 14	163 Elm Street	Gwinn	MI	49841
611066	Simon	Jonathon	H	FRONT END LOADER OPERATOR	EMPIR	EMPIR	137 Vine St		Ishpeming	MI	49849
611078	Irons	Frank	C	PLANT REPAIRMAN INTERMEDIATE	TILDN	TILDN	14912 Hwy 41		Rapid River	MI	49878
611077	Maki	Dale	R	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	P. O. Box 222		Ishpeming	MI	49849
611080	Mcdonnell	Kevin	E	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	918 Silver Creek Road		Marquette	MI	49855
600270	Barbiere	Tony		CONCENTRATING PLANT ATTENDANT	EMPIR	EMPIR	1650 Glenwood Lane		Ishpeming	MI	49849
611084	Mccullough	Allison	J	CONCENTRATING PLANT ATTENDANT	EMPIR	EMPIR	306 W Ely		Ishpeming	MI	49849
611088	Rivard	James	C	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	3 Dove Lane		Ishpeming	MI	49849
611087	Gauthier	Ramsey	D	GRADER OPERATOR	EMPIR	EMPIR	420 Sunnybrook		Marquette	MI	49855
611090	Mills	Scott	D	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	PO Box 147		Palmer	MI	49871
611091	Ashby	Michael	R.	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	214 Jasper Street		Gwinn	MI	49841
611103	Liquia	Steve	R	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	3282 West Crooked Lake		Gwinn	MI	49841
611105	Kimmes	Dean	R	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	2132 Cherry Street		Marquette	MI	49855
611100	Johnson	David	L	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	22 White Birch Drive		Negaunee	MI	49866
611111	Carlson	Frank		CONCENTRATING PLANT ATTENDANT	TILDN	TILDN	3759 County Road Cl		Ishpeming	MI	49849
611102	Hendrickson	Amy	J	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	P.O. Box 263		Ishpeming	MI	49849

EMPLID	LAST_NAME	FIRST_NAME	MI	BUSINESS_TITLE	RPTING_LOC	LOC	STREET1	STREET2	CITY	STATE	ZIP
611101	Racine	Sean	M	CONCENTRATING PLANT ATTENDANT	EMPIR	EMPIR	348 Marquette Street		Ishpeming	MI	49849
600136	Anderson	Michael	J.	CONCENTRATING PLANT ATTENDANT	TILDN	TILDN	818 E. Bank Street		Ishpeming	MI	49849
611108	Willey	Joshua	J	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	438 Marquette St		Ishpeming	MI	49849
611127	Hulkonen	Chas	H	TRUCK DRIVER - PRODUCTION	EMPIR	EMPIR	9299 Strawberry Lane		Nisula	MI	49952
611146	Perry	Mark	D	ASST OPERATOR - PELLET PLANT	TILDN	TILDN	6945 County Road Cd		Ishpeming	MI	49849
611143	Lafave	John	T	GENERAL LABORER	TILDN	EMPIR	818 N Main Street		Ishpeming	MI	49849
611151	Wehmanen	Paul	D	CONCENTRATOR - UTILITIES	TILDN	TILDN	149 Ridgewood Dr.		Marquette	MI	49855
611183	Linsmeier	Andrew	J	AUTOMOTIVE MECHANIC - STANDARD	EMPIR	EMPIR	2824 APT #4 Cedarville Drive		Marquette	MI	49855
611198	Labyak	Robert	P	CONCENTRATOR - UTILITIES	TILDN	TILDN	2424 County Road 496		Ishpeming	MI	49849
611200	Duquette	Donald	V	AUTOMOTIVE MECHANIC - STANDARD	EMPIR	EMPIR	513 Cleveland Avenue		Ishpeming	MI	49849
611201	Klumb	James	P.	AUTOMOTIVE MECHANIC - STARTER	EMPIR	EMPIR	2592 Moran Street		Marquette	MI	49855
611228	Ennett	Michael	W	AUTOMOTIVE MECHANIC - STANDARD	EMPIR	EMPIR	853 Camelot Dr		Negaunee	MI	49866
611665	Remington	Wallace	J.	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	112 West Johnson		Ishpeming	MI	49849
611348	Vidlund	Anthony	J	ASST OPERATOR - PELLET PLANT	TILDN	TILDN	7 Dove Lane		Ishpeming	MI	49849
611349	Sundberg	Stephen	T	AUTOMOTIVE MECHANIC - STANDARD	EMPIR	EMPIR	PO Box 205		Palmer	MI	49871
611350	Ockerman	Justus	P	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	103 Sunnyside Estates		Ishpeming	MI	49849
611355	Corp	Derrick	A.	ASST OPERATOR - PELLET PLANT	TILDN	TILDN	416 N Lake Street		Ishpeming	MI	49849
611372	Miller	John	A	TRUCK DRIVER - PRODUCTION	TILDN	EMPIR	461 Mustang		Gwinn	MI	49841
611492	Zeug	David	A	CONCENTRATOR - UTILITIES	TILDN	TILDN	1074 N Setter Drive	PO Box 244	Little Lake	MI	49833