



CLIFFS NATURAL RESOURCES INC.
 200 Public Square, Suite 3300, Cleveland, OH 44114
 P 216.694.5700 cliffsnaturalresources.com

Robert H. Fischer
 Director, Labor and Employee Relations
 P 216.694.4809 M 216.650.4675 F 216.694.5346

April 14, 2016

VIA UPS—OVERNIGHT

Stephanie L. Beckhorn
 Acting Director
 Workforce Development Agency
 Victor Office Center
 201 N. Washington Square
 Lansing, MI 48913

RECEIVED

APR 16 2016

**WIA
 WORKFORCE PROGRAMS**

RE: Empire Iron Mining Partnership and Tilden Mining Company L.C. WARN Notice

Dear Ms. Beckhorn,

Empire Iron Mining Partnership, which is owned by subsidiaries of Arcelor Mittal Steel USA and Cliffs Natural Resources Inc., and supplies iron ore pellets to those companies for internal consumption and commercial sales, will be required to idle the operation as a result of the expiration of our partnership agreement.

Unfortunately, due to the expiration of the Empire Iron Mining Partnership and the limited availability of economic ore reserves at the Empire pit, mining at the Empire Mine is no longer viable. We currently anticipate that this idling of Empire’s operations will be completed by the end of August 2016 and will continue indefinitely into the foreseeable future. Because the idle will be indefinite, the Empire operation will be placed into long-term care and maintenance.

Due to this idling of Empire’s operations, hourly employees at Empire will be laid off beginning in May 2016. The anticipated number of hourly employees to be laid off and the dates of those expected layoffs are shown on the following schedule:

Positions Eliminated		
May 8	July 17	August 14
48	49	221

Employees who are laid off before the end of the 60-day notice period required by WARN will receive full pay and benefit continuation for the balance of the 60-day period—starting from today’s date. Their pay will be continued at a rate equal to the average weekly pay they have received over the prior 60-day period (including all bonuses, differentials and special payments). Following the completion of this pay continuation period, these employees will be

April 14, 2016
Ms. Stephanie Beckhorn
Page 2

formally moved to layoff status and will begin to receive the pay and benefits they are entitled to receive under our agreements while on layoff.

Because of range-wide bumping rights with Tilden Mining Company L.C., hourly employees at the Empire and Tilden are affected by reductions in force not only at their own mine but by reductions in force at the other mine. Reductions in force of the hourly employees at each location will be made in compliance with the seniority provisions of the Basic Labor Agreement ("BLA") and Seniority and Posting Agreement.

Enclosed is a list of the names and job titles of the employees who we anticipate will be affected on May 8. Lists for the later rounds of layoffs will be provided as that information becomes available.

Benefits for employees laid off will be provided pursuant to the BLA, the Supplemental Unemployment Benefits Agreement, and Program of Insurance Benefits applicable to the employees.

The United Steelworkers represents hourly employees at Empire and Tilden Mines. Their representatives are:

Both Mines

Mr. Michael Bolton
United Steelworkers
Director, District 2
1244A Midway Road
Menasha, WI 54952

Empire Mine

Mr. Chad Korpi
United Steelworkers
President, Local 4950
1206 Baldwin Avenue
Negaunee, MI 49866

Tilden Mine

Mr. Anthony Lakenen
United Steelworkers
President, Local 4974
200 S. Main Street
Ishpeming, MI 49849-0901

April 14, 2016
Ms. Stephanie Beckhorn
Page 3

Salaried employees at the Empire and Tilden Mines will also be impacted by the idling of Empire's operations, but a separate WARN notice will be issued at a later date detailing those job losses.

The addresses of the Empire and Tilden Mines where the layoffs will occur are:

Empire Mine

101 Empire Mine Road
Palmer, MI 49871

Tilden Mine

101 Tilden Mine Road
County Road PEE
Ishpeming, MI 49849

In the event additional information is needed regarding this notice, you should contact Mr. Troy Sarles, Area Manager, Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. His phone number is 906-475-3406 and his fax number is 906-475-3534. Mr. Sarles e-mail address is Troy.Sarles@CliffsNR.com.

The information contained in this notice is based upon information available to the Company as of the date of this notice. Should a change in circumstances materially 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., doing
Business together as Cliffs Michigan
Operations, by The Cleveland Cliffs
Iron Company, Operating Agent**

Robert H. Fischer



Director,
Labor and Employee Relations
Enclosure

cc: James Kochevar, General Manager – Cliffs Michigan Operation (w/ encl.)
Troy Sarles, Area Manager, Human Resources – Cliffs Michigan Operations (w/ encl.)