GERDAU MACSTEEL

COPY

WARN NOTIFICATION

Government Notice – State of Michigan Dislocated Worker Unit

Ms. Deborah Hennessey
Michigan Department of Labor and Economic Growth
Bureau of Workforce Programs
201 North Washington Square, 5th Floor
Lansing, MI 48913

December 23, 2008

Re: Notice Pursuant to the Workers Adjustment and Retraining Act of 1988 ("WARN")

In compliance with the federal Worker Adjustment and Retraining Notification Act ("WARN"), this is to notify you that Gerdau MacSteel's facility located at 3100 Brooklyn Road, Jackson, Michigan 49203 will be experiencing a mass layoff. We hope to accomplish this mass layoff with the least possible disruption to our employees and the community.

According to the best information available, Gerdau MacSteel will temporarily lay off 299 employees on January 16, 2009. A list of the affected positions and the number of affected employees in those positions is attached. ***(Exhibit A).*** We are giving less than 60 days' notice because the decline in our business, including the reeent decisions by automobile manufacturers to close assembly plants, has been sudden, dramatic, unexpected, and unforeseen by Gerdau MacSteel, and outside of Gerdau MacSteel's control. Bumping rights exist under the collective bargaining agreement with the United Steelworkers of America (USW), AFL-CIO-CLC, Local 8339.

Certain employees at the facility are represented by the USW, AFL-CIO-CLC, Local 8339 (the "Union"). The Chief Elected Officer of the Union is Charles Crowley.

If you have any questions about the planned closing or further breakdown of the layoffs is needed, please contact me at (517) 764-3928.

Sincerely,

Robert J. Milmine

Robert J. Milmine
Manager of Human Resources
Gerdau MacSteel – Jackson

RECEIVED

DEC 29 2008

RAPID RESPONSE
WORKFORCE PROGRAMS

JACKSON
3100 Brooklyn Road • Jackson, MI 49203 • P.O. Box 1101 (49204)
(517) 764-0311 • fax: (517) 764-2706
www.gerdaumacsteel.com

[GOVERNMENT NOTICE]
(EXHIBIT A)

POSITION CLASSIFICATION or JOB TITLE	NUMBER OF AFFECTED EMPLOYEES
Hourly/Union Production Employees	171
Hourly/Union Maintenance Employees	40
Salary Production Supervisor Employees	35
Salary Clerical Employees	23
Salary Technician Employees	20
Salary Engineer Employees	7
Salary Maintenance Supervisor Employees	3
TOTAL EMPLOYEES	299