



Mary G. Balazs
Director – Labor & Employee Relations
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CLIFFS NATURAL RESOURCES INC.
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January 30, 2013

RECEIVED

FEB 04 2013

WIA
WORKFORCE PROGRAMS

Ms. Debbie Pellow
Vice Chair District 5
Marquette County Board of Commissioners
234 W. Baraga
Marquette, MI 49855

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

Dear Ms. Pellow:

As a result of a reduction in demand for its pellets, 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 reduce its operations beginning about April 2013 and lasting until about August 2013. Operations could return to normal sooner if unforeseen orders were to materialize for its pellets. It is also possible that the reduction period could be extended if the current demand for its pellets were to soften. We would of course, advise you of any such changes in plans.

Due to this temporary reduction of Empire's operations, hourly employees at Empire will be laid off on or after March 31, 2013. The number of employees who will be laid off and their job titles are shown on the attached schedule. Because of range-wide bumping rights with Tilden Mining Company L.C., 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 Basic Labor Agreement ("BLA") and Seniority and Posting Agreement. 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.

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

Both Mines

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

Empire Mine

Mr. Mark Poirier
United Steelworkers
President, Local 4950
1206 Baldwin Avenue
Negaunee, MI 49866

Tilden Mine

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

In the event additional information is needed regarding this notice, you should contact Mr. Lyle Goward, Area Manager – Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. His phone number is 906-475-3534 and his FAX number is 906-475-3472. His e-mail address is Lyle.Goward@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.

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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

Mary G. Balazs

A handwritten signature in black ink, appearing to read "Mary G. Balazs", with a long horizontal flourish extending to the right.

Director,
Labor and Employee Relations

CC: James Kochevar – General Manager – Cliffs Michigan Operation
Lyle Goward – Area Manager, Human Resources – Cliffs Michigan Operations
Eugene Bryant – Director – Human Resources – USIO
Stephanie L. Beckhorn – Manager, WIA Section – Workforce Development Agency

EMPIRE PLANT HOURLY

Job Class	Job Title	Mar-13	Apr 13	# of lay-offs
CONCENTRATOR OPERATING				
15208	LOADER OPERATOR CNO	0	0	0
18112	CONCENTRATOR - UTILITIES	0	0	0
18411	CONC PLANT ATTENDANT	33	0	33
18519	CONC'G PLANT OPERATOR	4	0	4
18613	ASST PLANT OPERATOR-CONC	10	6	4
19610	UTILITYMAN - CONCENTRATOR	0	0	0
19812	QUALITY TECHNICIAN I	9	0	9
30502	GENERAL LABORER	0	0	0
19610	VACUUM TRUCK	0	0	0
19710	REAGENT HANDLER	0	0	0
30502	DRYMAN	0	0	0
	VACATION REPLACEMENTS	0	0	0
	Conc. Operating Sub-Total	56	6	50

PELLET PLANT OPERATING				
15231	CREW COORDINATOR/FILL-IN	0	0	0
30502	GENERAL LABORER PPO	0	0	0
15106	HOSE HANDLER-VAC TRUCK	0	0	0
15012	VACUUM TRUCK OPERATOR	1	0	1
36218	PELLET PLANT OPER	4	1	3
35712	DRYER OPERATOR/BIN ATTENDANT	4	0	4
33709	UTILITYMAN - PP	20	0	20
35913	ASST OPERATOR - PP	20	2	18
	VACATION REPLACEMENTS	0	0	0
	Pellet Plant Operating Sub-Total	49	3	46

GENERAL PLANT				
30502	GENERAL LABORER	1	0	1
16716	CONTRACT COORDINATOR	0	0	0
33208	WAREHOUSEMAN STD	8	3	5
83020	SAFETY CHAIRPERSON	1	1	0
74420	TRAINER	6	0	6
71918	UNION SAFETY REPRESENTATIVE	2	2	0
74420	TRAINING COORDINATOR	0	0	0
72318	UNION OFFICER	1	1	0
	VACATION REPLACEMENTS	0	0	0
	General Plant Sub-Total	19	7	12
	TOTAL PLANT OPERATING	124	16	108

PLANT MAINTENANCE				
73618	CRANE REPAIRMAN	0	0	0
15012	PITMAN CRANE OPERATOR	1	0	1
36411	HEATING PLANT ATTDT	1	1	0
70516	CRANE OPERATOR	1	1	0
54206	TOOLROOM ATTENDANT	0	0	0
60809	LUBRICATION TECHNICIAN	7	0	7
65018	AIR CONDITIONING REPAIRMAN	0	0	0
66814	DOORMAN	0	0	0
30502	GENERAL LABORER/DRYMAN	1	0	1
73418	FIRE EXTINGUISHER TECH	1	1	0
19008	UTILITYMAN	2	0	2
59806	PLANT REPAIRMEN HELPER	0	0	0
71417	PLUMBER STD	1	1	0
15231	CREW COORDINATOR/FILL-IN	0	0	0
72518	PLANT REPAIRMAN STD	113	13	100
73018	WELDER STD	8	0	8
73018	STRUCTURAL STEEL - WELDERS	7	0	7
72518	STRUCTURAL STEEL - REPAIRMAN	1	0	1
73418	WELDER LAYEROUT STD	5	5	0
68010	MILL LINERMAN/LINING TECH/LEADER	0	0	0
74620	MACHINIST STD	6	3	3
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT MAINTENANCE	155	25	130

PLANT ELECTRICAL				
76322	ELECTRONIC REPAIRMAN STD	12	3	9
74420	ELECTRICIAN FIELD STD	21	3	18
50512	ELECTRICIAN FIELD APPREN.	0	0	0
50108	ELECTRICIAN HELPER	2	0	2
65018	AIR CONDITIONING REPAIRMAN	2	1	1
54206	LIGHT FIXTURE CLEANER	0	0	0
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT ELECTRICAL	37	7	30
	TOTAL PLANT MAINTENANCE	192	32	160
	TOTAL EAST PLANT	316	48	268