

# CLIFFS Informational Packet Summary

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## Hourly Employees Frequently Asked Questions

**Form:** Preferred transfer locations with preferred job

List of Open Hourly Operations Roles

Butler, PA

Columbus, OH

Coshocton, OH

Dearborn, MI

Lake Superior & Ishpeming (LS&I) Railroad — Michigan Operations

Mansfield, OH

Middletown, OH

Monessen, PA

Northshore Mining (Subsidiary of Cleveland Cliffs, Inc.), Northern Minnesota

Rockport, IN

New Carlisle, IN (Tek & Kote facility)

Michigan (Upper Peninsula near Lake Superior) — Tilden Mine

United Taconite (Northern Minnesota)

Walbridge — South of Toledo, OH

Zanesville, OH

QR code

Location Map for Plants & Operations

Employee Assistance Program — Service Summary



With the indefinite idle of the Weirton plant, we know you have many questions and concerns. This packet has been created to help answer some of those questions and provide you with information on available opportunities throughout Cleveland-Cliffs.

Summaries of locations with available positions, which are not part of the USW Basic Labor Agreement, are included for your reference along with a map outlining their physical locations.

### CLIFFS' JOB FAIR

We also will be hosting a Cliffs' Job Fair on Wednesday, March 6<sup>th</sup> from 8:00am – 5:00pm in the Tin Mill. Representatives from many of the Cleveland-Cliffs' locations will be on hand to answer questions and provide more information about their respective locations.

Please be sure to review all information provided in this packet. Should you have additional questions, please contact Dana Meager in Human Resources at 304-797-5048. Additional information will be distributed throughout the next weeks.



## Weirton Indefinite Idle

### Hourly Employees Frequently Asked Questions

#### **How long will it take to idle the facility?**

- A. The plan to idle the plant is currently being developed. At this time, it is estimated that it will take between 45-90 days to fully idle the facility after the last day of production. We will provide an update on timing once the idle plan is complete.

#### **When will the layoffs start?**

- A. We anticipate that layoffs will begin around mid-April.

#### **Can those on voluntary layoff (VLO) come back?**

- A. Yes, individuals currently on a VLO may elect to come back to work one time and the company has 14 days to bring you back to work.

#### **Why is this being called an indefinite idle and not a closure?**

- A. The Company currently has no orders for its products beyond mid-April. Thus, the Company has no choice but to idle the facility. We remain hopeful that our customers will realize the shortsighted nature of their decisions to move orders elsewhere and will eventually return. If this were to occur, the Company will consider restarting the facility.

#### **Could another company potentially buy our plant?**

- A. The Company has no plans to sell the Weirton facility.

#### **If I transfer to another Cliffs' facility and Weirton reopens, can I come back?**

- A. Yes. As trained and skilled employees here at the Weirton facility you will have the opportunity to return should the plant reopen.

#### **If I take the severance package and Weirton reopens, can I come back?**

- A. Yes. As trained and skilled employees here at the Weirton facility you will have the opportunity to return should the plant reopen. However, if you elected to take the severance, you are no longer entitled to recall rights as defined in the Collective Bargaining Agreement and would be considered a new hire.

#### **How will the Company determine who gets to transfer?**

- A. Employees will be selected for transfer opportunities based upon qualification and seniority.

#### **Am I eligible for retiree medical and life insurance benefits?**

- A. Employees who elect to retire and meet eligibility requirements will still be eligible for retiree medical and life insurance benefits.



**If I want to transfer to another Cliffs' facility, when will I be allowed to go?**

- A. We plan to release employees to the other Cliffs' facilities as soon as possible. If your position in Weirton requires that you stay through the idle period, we will hold the transfer position for you until such time that you can be released.

**What are the relocation benefits if I transfer?**

- A. An hourly employee who accepts a job at another plant more than 100 miles from the Weirton plant will receive a relocation allowance of \$5,000 when they relocate their permanent residence.

**How do Supplemental Unemployment Benefits (SUB) work?**

- A. Employees with a minimum of 2 years of service will be eligible for a weekly benefit of forty (40) multiplied by the Employee's Base Rate of Pay multiplied by the applicable percentage as shown in the below table (inclusive of state unemployment benefits). Employees will be required to apply for unemployment benefits to be eligible for SUB pay.

	Duration of Benefits, in Weeks		
	1 to 26	27 to 52	53 to 104
Continuous Service	1 to 26	27 to 52	53 to 104
2 but less than 10	60%	40%	0%
10 but less than 20	70%	50%	25%
20 and over	80%	60%	40%

**If I am on voluntary layoff and do not come back, do I still get my severance?**

- A. Yes.

**What is going to happen to the assets of the plant?**

- A. The Company plans to idle the operations in such a way as to protect the assets of the facility.

**How long does our health insurance last while on layoff?**

- A. Health insurance benefits will continue for a period of time based on your Continuous Service as outlined in the below table.

Continuous Service	Duration of Benefits
< 1040 hours	End of Month Worked
1040 but less than 2	6 months
2 but less than 10	18 months
10 or more	30 months



**Employees who are hired or rehired after June 23, 2016, receive retiree healthcare contributions to their 401(k) accounts. Can we access those funds?**

- A. Upon retirement, you can take a distribution from your 401(k) account in accordance with IRS regulations.

**What about the Pension Enhancement Payment (PEP) (\$10, 000)**

- A. Employees who elect to retire and meet eligibility requirements will receive the PEP payment (at least 56 at 9/1/22, retire after age 60, retirement date from 9/1/22 – 9/1/26).

**I have a medical procedure scheduled for next month, before the idle, and am planning to take leave on S&A, what happens to my benefits?**

- A. You will still receive your S&A benefits. Once you return from S&A, you will be laid off and become eligible to receive SUB if you meet the eligibility requirements.

**What will happen to my vacation?**

- A. Any unused vacation will be paid to you at the time of your layoff.

**Are TRA/TAA benefits available?**

- A. According to the Department of Labor, on July 1, 2022, the termination provision under Section 285(a) of the Trade Act of 1974, as amended, took effect. Until further notice, the Department may not issue any determinations and may not accept any new petitions or requests for reconsideration.

**If I already collected unemployment, can I get it again?**

- A. The maximum number of weeks an individual can draw unemployment is 26 weeks in a 12-month rolling calendar year. Once you reach a year from your previous claim, you may be eligible for unemployment benefits at that time.

**Can I take my severance once the mill idles?**

- A. You must wait at least 6 months to receive your severance payment.

**If currently on VLO will I still be eligible for severance once the mill is indefinitely idled?**

- A. Yes, you will be considered involuntary at that time.



Enclosed in this packet is a listing of available opportunities within the organization along with some additional information about the various pay and benefit programs. Our hope is that you decide to stay with Cleveland-Cliffs and our goal is to place as many employees as possible at their desired location.

Employees interested in transferring will be given priority in the order of their Company Continuous Service (prior service at other Cliffs' locations, including Mountain State Carbon will be included for this purpose) provided the employee has the necessary qualifications to perform the job.

Please indicate your 3 preferences for transfer location with number 1 being your preferred choice.

-- PLEASE PRINT --

Badge #: \_\_\_\_\_ Employee Name: \_\_\_\_\_

Preference of Location to *include* Preferred Job

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

If you are NOT interested in considering transferring to another Cliffs' location, please check the box below.

I am NOT interested in transferring to another Cliffs' location.

Please sign, date, and return to the Human Resources Department on or before March 13, 2024. Timely return will help ensure that you get the best choice(s) possible based on your plant seniority.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Location	Open Position	Salary /Hourly	Number of Openings
Burns Harbor	Maintenance Technician	Hourly	2
Burns Harbor	Utility	Hourly	60
		<b>TOTAL</b>	<b>62</b>
Butler	Operator	Hourly	16
		<b>TOTAL</b>	<b>16</b>
CCTC - Columbus, IN	Tube Mill Operations	Hourly (Non-Union)	3
		<b>TOTAL</b>	<b>3</b>
CCTC - Walbridge, OH	Tube Mill Operations	Union Hourly	10
		<b>TOTAL</b>	<b>10</b>
CCTS - Bowling Green, KY	Material Handler	Hourly	2
CCTS - Bowling Green, KY	Operator Auto Press	Hourly	4
CCTS - Bowling Green, KY	Operator Auto Press Hot Stamp	Hourly	3
CCTS - Bowling Green, KY	Operator Set up	Hourly	5
CCTS - Bowling Green, KY	Tooling Apprentice	Hourly	2
		<b>TOTAL</b>	<b>16</b>
CCTS - Cleveland TN	Laser Operator	Hourly	6
CCTS - Cleveland TN	Operator Auto Press Hot Stamp	Hourly	2
CCTS - Cleveland TN	Tool and Die Maker	Hourly	3
		<b>TOTAL</b>	<b>5</b>
CCTS - Sylacauga, AL	Maintenance	Hourly	1
CCTS - Sylacauga, AL	Material Handler	Hourly	1
CCTS - Sylacauga, AL	Press Operator	Hourly	4
CCTS - Sylacauga, AL	Production Operator	Hourly	14
CCTS - Sylacauga, AL	Quality Inspector	Hourly	1
CCTS - Sylacauga, AL	Shipping Clerk	Hourly	1
CCTS - Sylacauga, AL	Tooling Tech	Hourly	3
		<b>TOTAL</b>	<b>25</b>
Cleveland Works	MTE	Hourly	10 +
Cleveland Works	MTE Railroad Signal Maintainer	Hourly	1
		<b>TOTAL</b>	<b>11</b>
Coatesville	Electronic	Hourly	6
Coatesville	HVAC	Hourly	3
Coatesville	Machinist	Hourly	5
Coatesville	MTE	Hourly	6

Location	Open Position	Salary/Hourly	Number of Openings
Coatesville	MTM	Hourly	3
Coatesville	Production	Hourly	11
		<b>TOTAL</b>	<b>34</b>
Columbus Coatings	Hourly Process Tech	Hourly	4
		<b>TOTAL</b>	<b>4</b>
Conshohocken	MTE	Hourly	1
		<b>TOTAL</b>	<b>1</b>
Coshocton	Plant Utility	Hourly	9
		<b>TOTAL</b>	<b>9</b>
Dearborn	Boiler Operators	Hourly	2
Dearborn	Diesel Mechanics	Hourly	2
Dearborn	Electricians	Hourly	20
Dearborn	HVAC	Hourly	2
Dearborn	Mech. Maint.	Hourly	20
Dearborn	Production	Hourly	20
		<b>TOTAL</b>	<b>66</b>
Indiana Harbor	Electrical Engineer Technician	Hourly	3
Indiana Harbor	Machinist	Hourly	3
Indiana Harbor	MTE	Hourly	10
Indiana Harbor	MTM	Hourly	10
		<b>TOTAL</b>	<b>23</b>
LS&I Railroad	MOE Carman	Hourly	2
LS&I Railroad	MOW Laborer	Hourly	1
LS&I Railroad	T&E Congineer	Hourly	2
LS&I Railroad	Warehouse Clerk	Hourly	1
		<b>TOTAL</b>	<b>6</b>
Mansfield	Electrician	Hourly	1
Mansfield	Labor	Hourly	1
Mansfield	Mechanic	Hourly	1
		<b>TOTAL</b>	<b>3</b>
Middletown Works	Maintenance	Hourly	70
Middletown Works	Operating Technicians	Hourly	40
Middletown Works	Technical Repair	Hourly	10
		<b>TOTAL</b>	<b>120</b>



Location	Open Position	Salary/Hourly	Number of Openings
Minorca	Utility Person-Labor	Hourly	8
Minorca	MTM - Welder	Hourly	1
		<b>TOTAL</b>	<b>9</b>
Monessen	MTE	Hourly	6
Monessen	Maintenance Technician - Instrumentation	Hourly	2
Monessen	MTM	Hourly	8
Monessen	Utility (Laborer)	Hourly	10
		<b>TOTAL</b>	<b>26</b>
Northshore Mining	Basin Operations	Hourly	3
Northshore Mining	Mine Electrical	Hourly	1
Northshore Mining	Mine Operations	Hourly	8
Northshore Mining	Mine Truck Shop Maintenance	Hourly	5
Northshore Mining	Plant Electrical	Hourly	6
Northshore Mining	Plant Maintenance	Hourly	8
Northshore Mining	Plant Operations	Hourly	6
Northshore Mining	Railroad Operations	Hourly	6
		<b>TOTAL</b>	<b>43</b>
Riverdale	MTE	Hourly	1
Riverdale	MTM	Hourly	1
Riverdale	Utility person	Hourly	1
		<b>TOTAL</b>	<b>1</b>
Rockport	Production Technician	Hourly	3
		<b>TOTAL</b>	<b>3</b>
Steelton	EMT	Hourly	1
Steelton	MT Motor Winder	Hourly	1
Steelton	MTE	Hourly	15
Steelton	MTM	Hourly	5
		<b>TOTAL</b>	<b>4</b>
Tek and Kote	Electricians	Hourly	2
Tek and Kote	Material Handlers	Hourly	4
		<b>TOTAL</b>	<b>6</b>
Tilden Mine	Auto Mechanic	Hourly	7
Tilden Mine	Electrician	Hourly	3
Tilden Mine	General Laborer - Mining	Hourly	11

Location	Open Position	Salary/Hourly	Number of Openings
Tilden Mine	Maintenance Mechanic	Hourly	2
Tilden Mine	Plant Repairperson/Plant Repairperson Helper	Hourly	6
Tilden Mine	Welder	Hourly	2
		<b>TOTAL</b>	<b>31</b>
Toledo HBI	Mechanical Technician	Hourly	7
Toledo HBI	Operator	Hourly	6
Toledo HBI	Warehouse	Hourly	1
		<b>TOTAL</b>	<b>14</b>
United Taconite	Craft	Hourly	3
United Taconite	Labor	Hourly	13
United Taconite	Maintenance Mechanic	Hourly	5
United Taconite	Maintenance Mechanic Apprentice	Hourly	1
United Taconite	Plant Operations & Maintenance Technician	Hourly	4
		<b>TOTAL</b>	<b>26</b>
Warren Coke Plant	Ironworkers	Hourly	3
Warren Coke Plant	Line Gang	Hourly	2
Warren Coke Plant	Maintenance Technician's Electrical	Hourly	2
Warren Coke Plant	Maintenance Technician's Mechanical	Hourly	2
Warren Coke Plant	Pipefitters	Hourly	4
Warren Coke Plant	Utility - Production	Hourly	6
		<b>TOTAL</b>	<b>19</b>
Zanesville	Production Employee	Hourly	4
		<b>TOTAL</b>	<b>4</b>
<b>Grand Total</b>			<b>600</b>



# CLIFFS

## BUTLER

Butler is located in western Pennsylvania, a one-hour drive north of Pittsburgh. The facility produces stainless and electrical carbon steel. Melting takes place in an electric arc furnace (EAF) that feeds an argon-oxygen decarburization unit for specialty steels. A ladle metallurgy furnace feeds two double-strand continuous casters. The buildings housing electrical-and-stainless-steel melting and casting, hot-roll, cold-roll and finishing operations measure 3.5 million square feet.

### Plant Address

Cleveland-Cliffs Butler  
1 Armco Drive  
Lyndora, Pennsylvania 16045

### Union Information

United Auto Workers (UAW 3303)  
Approximately 1,045 current employees  
Local President – Jamie Sychak

Below is current wage and benefit information for Butler.

**Union Wages** – in addition to the below wages, this facility has various incentive plans. The average incentive is currently \$3.88 per hour. Additionally, Butler provides a quartley bonus equal to \$2.00 per hour for each hour worked.

Labor Grade	Job(s)	Wages
1	Utility Person	\$ 25.87
2	Utility Technician	\$ 27.92
3	Operating Technician I	\$ 30.78
4	Operating Technician II Maintenance Technician	\$ 32.16
5	Senior Operating Technician Senior Maintenance Technician	\$ 34.16

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP)	\$ 1,600	\$ 3,200	\$0.00	\$0.00

**Retirement Benefits** – Thrift plan contribution is 3-5% match based on years of service. The Company contributes to the IAM National Pension Fund/Plan \$3.00 per hour for every hour worked.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## COLUMBUS

Our Columbus operations include a hot-dip galvanizing facility in Columbus, Ohio, and a processing facility in nearby Obetz, Ohio. The central Ohio locations provide good shipping access with excellent highway and rail transport. Two zinc pots enable the transition between coatings to be accomplished promptly while allowing for longer exposed runs. The plant produces hot-dip galvanized sheet, using cold-rolled coils supplied by other Cleveland-Cliffs facilities.

Plant Address

Cleveland-Cliffs Columbus  
 1800 Watkins Road  
 Columbus, Ohio 43207

Union Information

United Steel Workers (Local 9309)  
 Approximately 100 current employees  
 Local President – Fred Silvia

Below is current wage and benefit information for Columbus.

**Union Wages** – in addition to the below wages, there is a bi-annual gainsharing payment that is determined by line performance.

Labor Grade	Job(s)	Wages
Entry	Probationary Employees	\$ 24.14
Utility	Utility	\$ 26.01
FQI	Fully Qualified Intermediate	\$ 29.72
FQA	Fully Qualified Advanced	\$ 35.54

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP)	\$ 1,600	\$ 3,200	\$0.00	\$0.00

**Retirement Benefits** – Steelworker Pension Trust contribution of \$4.00 per hour for all hours worked.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## COSHOCTON

Coshocton is in Coshocton, Ohio, with stainless finishing operations contained in 570,000 square feet of floor space. Following several major expansion programs, Coshocton Works is one of the nation's leading producers of flat-rolled stainless steel.

### Plant Address

Cleveland-Cliffs Coshocton Works  
17400 OH-16  
Coshocton, Ohio 43812

### Union Information

United Auto Workers (Local 3462)  
Approximately 330 current employees  
Local President – Kurt Knicely

Below is current wage and benefit information for Coshocton.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP). The OPIP averaged over \$4.00 per hour in 2023. Additionally, Coshocton has a Profit Sharing Plan.

Labor Grade	Job(s)	Wages
1	Utility/Labor	\$ 25.35
2	Plant Support	\$ 27.75
3	Feeders/Helpers	\$ 30.51
4	Assistant Operators	\$ 32.11
5	Lead Operators	\$ 32.61
MTM	Mechanical Maintenance Technician	\$ 33.11
MTE	Electrical Maintenance Technician	\$ 34.11

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP)	\$1,600	\$3,200	\$0.00	\$0.00
PPO Plan	\$350	\$700	\$20.00	\$40.00

**Retirement Benefits** – Thrift plan is currently contributing \$3.00 per hour for every hour worked.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## DEARBORN

Dearborn Works is in southeast Michigan, with carbon steel melting, casting, cold-rolling and finishing operations for carbon steel. The major production facilities include a blast furnace, basic oxygen furnaces, two ladle metallurgy furnaces, a vacuum degasser, two slab casters, a pickling line tandem cold mill and a hot-dipped galvanizing line.

Plant Address

Cleveland-Cliffs Dearborn  
4001 Miller Road  
Dearborn, Michigan 48120

Union Information

United Auto Workers (Local 600)  
Approximately 1,000 current employees  
Local President – Dereck Whitfield

Below is current wage and benefit information for Dearborn.

**Union Wages** – in addition to the below wages, this facility has various incentive plans. The average incentive is currently \$3.50 per hour. Additionally, Dearborn has a Profit Sharing Plan.

Labor Grade	Job(s)	Wages
1	Utility/Labor Person	\$ 22.48
2	Utility Technician	\$ 24.34
3	Operating Technician I	\$ 26.54
4	Operating Technician II	\$ 27.78
5	Senior Operating Technician	\$ 29.35
MTM	Mechanical Maintenance Technician	\$ 33.75
MTE	Electrical Maintenance Technician	\$ 34.75

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP) In Network	\$1,350	\$3,900	\$0.00	\$0.00
Blue Care Network HMO (Michigan Residents)	\$250	\$500	\$20.00	\$40.00
PPO (Only for Employees living outside of the BCN Zip Codes) In Network	\$250	\$500	\$20.00	\$40.00

**Retirement Benefits** – Thrift plan is currently providing contributions of \$0.28 - \$0.65 per hour based on years of service and \$0.50 - \$2.60 per hour based on age (both are capped at 2080 hours).

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



**Lake Superior & Ishpeming (LS&I) Railroad**  
**Michigan Operations**

LS&I Railroad is a Class 2, short-line railroad located in the Upper Peninsula of Michigan. LS&I's operation consists of about 20 miles of main line track and 30 miles of yard track with the primary function being to transport iron ore pellets from the Tilden plant in Ishpeming to the railroad's dock located on the shores of Lake Superior in Marquette, MI. From there, the pellets are loaded onto shipping vessels & transported to steel mills on the lower Great Lakes. LS&I employs approximately 115 employees.

Physical Address

Cleveland-Cliffs LS&I Railroad  
 311 US Hwy M-35  
 Negaunee, MI 49866

Unions

BMWED	TCU-Clerks
IBEW	BRC
IAM	SMART-TD
NCFO	

Below is current wage and benefit information for LS&I

**Union Wages** - Pay rates may vary based on position and time in role and are detailed in the applicable collective bargaining agreements. In addition to hourly rates, some positions have additional incentive pay.

Department	Lowest Hourly Rate	Highest Hourly Rate
Maintenance of Way	\$34.97	\$44.16
Maintenance of Equipment	\$32.10	\$47.37
Clerks and CTC Dispatchers	\$34.03	\$45.59
Ore Dock	\$34.57	\$44.40
Train & Engine	\$37.78	\$46.08

**Healthcare Benefits**

	Deductible Single	Deductible Family	Monthly Premium
<b>PPO</b>	\$350	\$700	\$309.21

**Retirement Benefits** – Railroad Retirement Benefits include a retirement savings plan where both the employee and the company contribute, survivor, disability, unemployment, and sickness benefits. Employees may also contribute to a 401k plan.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## MANSFIELD

Mansfield is located in north-central Ohio, approximately a one-hour drive north of Columbus. The facility's stainless steel melting, casting and hot-rolling operations are housed in more than 1.6 million square feet of manufacturing space. Mansfield's facility features a thin slab caster that uses an advanced technology production system to meet exact customer specifications.

Plant Address

Cleveland-Cliffs Mansfield Works  
 913 Bowman Street  
 Mansfield, Ohio 44903

Union Information

United Steel Workers (Local 169)  
 Approximately 344 current employees  
 Local President – Steve Ackerman

Below is current wage and benefit information for Mansfield.

**Union Wages** – in addition to the below wages, this facility participates in a Plant Wide Incentive. The Plant Wide Incentive averaged between \$4.00 - \$6.00 per hour in 2023.

Job Title	Wages
Labor	\$23.2900
Hot Strip Service / Hot Strip Crane Operator / Hot Strip Utility / Slab Util	\$24.6005
Hot Strip Utility	\$25.2559
Caster Crane Operator	\$25.5836
Hot Strip Roll Grinders	\$25.7474
Melt Shop Service / Chemist	\$25.9113
Melt Shop Utility	\$26.0751
Mechanic	\$26.2390
Caster Service / Hot Strip Operator / Slab Grinder / Baker Oven	\$26.4028
Melt Shop Crane Operator	\$26.5667
Electrician / Elec Tech	\$26.7305
Melt Shop Operator	\$27.2221

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
<b>Health Savings Plan (HSP)</b>	\$1,600	\$3,200	\$0.00	\$0.00
<b>PPO Plan</b>	\$250	\$500	\$0.00	\$0.00

**Retirement Benefits** – Steel Worker's Pension Trust is currently contributing \$3.50 per hour (EFF 4.1.24) for every hour worked.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.





## MIDDLETOWN

Middletown is located in Southwest Ohio, midway between Cincinnati and Dayton. The facility is an integrated steel operation with carbon steel melting, casting, hot- and cold-rolling and finishing operations. Middletown Works' hot strip mill is equipped with pair-cross rolling technology for improved shape and crown control.

Plant Address

Cleveland-Cliffs Middletown  
1801 Crawford Street  
Middletown, Ohio 45043

Union Information

International Association of Machinists and  
Aerospace Workers, AFL-CIO (IAM)  
Approximately 2,000 current employees  
Local President – Shawn Coffey

Below is current wage and benefit information for Middletown.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP). The OPIP averaged a 15.25% quarterly payment in 2023. Additionally, Middletown has a Profit Sharing Plan.

Labor Grade	Job Classifications	Wages
1	Utility Person	\$26.36
2	Utility Technician	\$28.86
3	Operating Technician I	\$31.73
4	Operating Technician II	\$33.39
	Maintenance Technician	
5	Senior Operating Technician	\$35.47
	Senior Maintenance Technician	

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP)	\$ 1,500	\$ 3,000	\$0.00	\$0.00
PPO Plan	\$100	\$200	\$10.00	\$30.00

**Retirement Benefits** – Thrift plan contribution is \$0.45 for each hour paid, up to a maximum of 40 hours in a work week. The Company contributes to the IAM National Pension Fund/Plan \$3.10 per hour worked up to a maximum of 40 hours per week.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## MONESSEN

Monessen is a conventional coke plant producing very high-quality coke and related carbon by-products. This facility is in Monessen, Pennsylvania, along the Monongahela River in the southwest region of the state. The facility's proximity to the river and Monessen's central location to numerous blast furnaces provide enhanced distribution options and freight cost savings compared to the facility's foreign and domestic competition.

Plant Address

Cleveland-Cliffs Monessen  
 345 Donner Avenue  
 Monessen, Pennsylvania 15062

Union Information

United Steel Workers (Local 3403-70)  
 Approximately 195 current employees  
 Local Unit President – Brian Swantek

Below is current wage and benefit information for Monessen.

### Union Wages

Pay Grade	April 1, 2024, Wages
Utility Person	\$22.26
Admin Tech, Plant B & Service Tech B	\$26.39
Plant Trans A & Service Tech A	\$27.69
Operating Tech B	\$28.44
Operating Tech A – MTM Learner & MTE Learner	\$29.67
MTM/MTE/MTI & Boiler Operator	\$32.39

### Healthcare Benefits

	Deductible Single	Deductible Family	Monthly Premium Single	Monthly Premium Family
<b>Highmark BC/BS Steelworkers Health and Welfare Fund</b>	\$0.00	\$0.00	\$95.00	\$135.00

**Retirement Benefits** – Hourly contributions by the Company to the Steelworker Pension Trust (SPT) in an amount equal to \$3.50 for each covered employee's contributory hours. Fully vested upon completion of five (5) years Covered Service.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## NORTHSHORE MINING

Northshore Mining Company, a subsidiary of Cleveland Cliffs Inc., is a taconite mining and processing facility located in Northern Minnesota. The mining facility is located in Babbitt, MN, and the processing plant is located in Silver Bay, MN, on the north shore of Lake Superior.

<u>Plant Address</u>	<u>Mine Address</u>	<u>Union Information</u>
Northshore Mining Co. 10 Outer Drive Silver Bay, MN 55614	Northshore Mining Co. 1702 Scott Road Babbitt, MN 55706	United Steel Workers Approx. 400 current employees Local President – Dan Muhvich

Below is current wage and benefit information for Northshore.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP) with a 12% Quarterly Target Payout.

Additionally, Northshore has a quarterly Profit Sharing Plan.

<b>Job Title</b>	<b>Wages</b>
Heavy Equipment Operations	\$28.40 - \$41.90
Plant Operations	\$28.40 - \$41.90
Railroad Operations	\$28.40 - \$41.90
Plant or Mine Maintenance	\$28.40 - \$41.90
Electrical Maintenance	\$28.40 - \$41.90
Instrumentation Maintenance	\$28.40 - \$41.90
Diesel Maintenance	\$28.40 - \$41.90
Starting wage dependent on applicable experience/education.	

### Healthcare Benefits

	<b>Deductible Single</b>	<b>Deductible Family</b>	<b>Weekly Premium Single</b>	<b>Weekly Premium Family</b>
<b>PPO Plan</b>	In Network: \$0 Out of Network: \$300	In Network: \$0 Out of Network: \$600	\$0.00	\$0.00

### Current Retirement Benefits:

**401k Plan:** Company will match 100% of the first 3% and 50% of the next 2% of employee pre-tax contributions.

**Pension:** For a participant who retires, terminates or ceases to be a Covered Employee on or after January 1, 2024 - \$126.00 multiplied by the Participant's number of years of Credited Service after December 31, 2022.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## ROCKPORT

Rockport is located on the Ohio River, near Rockport, Indiana. Rockport Works has an 80" wide galvanizing line which is the widest in the United States. The hot-dip galvanizing and galvannealing line incorporates revolutionary proprietary technologies, including induction transition heating, which provides rapid, accurate annealing temperature control.

Plant Address

Cleveland-Cliffs Rockport Works  
6500 North US 231  
Rockport, Indiana 47635

Union Information

United Auto Workers (Local 3044)  
Approximately 340 current employees  
Local President – Joe Peters

Below is current wage and benefit information for Rockport.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP). The OPIP averaged close to \$1,500 per quarter in 2023. Additionally, Rockport has a Profit Sharing Plan.

Job Title	# of Years in Dept	Wages
Material Handler		\$22.25
Shipping Tech	< 2 years of service	\$22.25
	2 years of service but < 4	\$24.25
	> 4 years of service	\$26.25
Utility Tech	< 2 years of service in Dept	\$28.25
Production Tech		\$30.15
Senior Prod Tech	> 10 years of service & qualified on 3 or more jobs	\$31.15
Mechanical Tech		\$32.50
Senior Mechanical Tech		\$33.50
Electrical Tech		\$33.75
Senior Electrical Tech		\$34.75

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
Health Savings Plan (HSP)	\$1,600	\$3,200	\$3.00	\$5.00
PPO Plan	\$250	\$500	\$15.00	\$30.00

**Retirement Benefits** – Thrift plan is currently contributing \$3.10 per hour for every hour paid into a 401(k). Additionally, employees will have \$0.50 for each hour paid contributed by the Company into a 401(k) medical sub-account.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## TEK & KOTE

The Cleveland-Cliffs Tek and Kote facility in New Carlisle, Indiana, receives substantially all its feedstock from Cleveland-Cliffs' facilities in Indiana Harbor and Burns Harbor via daily unit trains. The operation is a continuous, cold-rolling plant that produces steel sheet of unmatched quality and consistency. The operation enables the combination of five processes that take 12 days or more to perform via traditional batch methods. By welding coils end-to-end, the plant can run them continuously through these processes – pickling, tandem-rolling, annealing, temper-rolling and inspection – in less than a day.

Plant Address

Cleveland-Cliffs Tek & Kote  
30755 Edison Road  
New Carlisle, Indiana 46552

Union Information

United Steel Workers (Local 9231 & 9231-01)  
Approximately 515 current employees  
Local President – Todd Kegley

Below is current wage and benefit information for Tek & Kote.

**Union Wages** – in addition to the below wages, this facility participates in a Quarterly incentive plan. The average 2023 incentive paid at approximately 30% of the Fully Qualified Operating Attendant rate.

Skill-Based Classification	Skill Compensation Levels	Equivalent Hourly Rate Eff. 9/3/23
Operating Attendant (LG3)	6 Skill Compensation Levels	\$31.65 - \$36.84
Process Instrumentation (LG4) Process Mechanic (LG4) Process Electrician (LG4)	5 Skill Compensation Levels	\$31.65 - \$32.70
Material Handler (LG2)	3 Skill Compensation Levels	\$23.42 - \$27.54
Craft Assist (LG2)	2 Skill Compensation Levels	\$29.48 - \$31.39

### Healthcare Benefits

	Deductible Single	Deductible Family	Premium Single	Premium Family
<b>Consumer Driven Healthcare Plan (CDHP)</b>	\$ 1,600	\$ 3,200	\$0.00	\$0.00
<b>PPO Plan</b>	\$200	\$400	\$0.00	\$0.00

**Retirement Benefits** –The Company contributes to the Steelworkers Pension Trust (SPT) at \$4.00 per contribution hour.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



**Tilden Mine**  
**Michigan Operations**

The Tilden Mine is located in the Upper Peninsula of Michigan near Lake Superior. The Tilden Mine's operation consists of an open pit iron mine, a beneficiation plant, and a pelletizing facility. Approximately 22 million tons of low-grade hematite iron ore (35% iron) are mined annually from the open pit. This material is processed into 62% iron powder in a beneficiation plant consisting of grinding, separation, concentration, and filtration. The iron powder is further processed into marble sized pellets and hardened through an induration unit that reaches temperatures of 2,200 degrees F. The Tilden Mine has an annual capacity of 7.8M tons of pellets. The pellets produced at the Tilden Mine are used throughout Cleveland-Cliffs steel making facilities.

Physical Address

Cleveland-Cliffs Tilden Mine  
101 Tilden Mine Road  
Ishpeming, MI 49849

Unions

United Steel Workers (Locals 4950 & 4974)  
Approximately 750 Employees  
Local Presidents - Paul Aho 4974  
Dan Ruokolainen 4950

Below is current wage and benefit information for Tilden

**Union Wages** - Pay rates may vary based on position and are detailed in the applicable collective bargaining agreement. In addition to hourly rates, some positions have additional incentive pay.

Department	Lowest Hourly Rate	Highest Hourly Rate
Plant Operations	\$34.12	\$38.37
Plant Maintenance	\$33.34	\$40.31
Mine Operating	\$31.80	\$39.53
Mine Maintenance	\$34.12	\$40.31

**Healthcare Benefits**

	In-Network	Out-of-Network	Monthly Premium
<b>Anthem PPO Deductible</b>	\$0 Single \$0 Family	\$300 Single \$600 Family	\$0

**Retirement Benefits** – Defined benefit plan with eight types of eligible retirements. A normal retirement defined monthly benefit is equal to \$115 x years of service prior to 2023 + \$126 x years of service after Jan 1, 2023. A 401k option is available without a Company match.

Please contact Dana Meager 304-797-5048 if you have any additional questions regarding employment at this location.



## UNITED TACONITE

United Taconite is located in Northern Minnesota, which is approximately a 1-hour drive north of Duluth, MN. United Taconite mines iron ore in Eveleth, MN, which is a large open pit mine. The material is drilled, blasted and loaded into 240-ton Production trucks to transport the material to a crushing facility. The crushed ore is transported to the plant in Forbes, MN via rail. The plant crushes and grinds the ore so that the iron bearing material can be extracted through magnetic separation. This material represents an iron concentrate that is mixed with clay and limestone and rolled into green balls. The green balls are then fired in large kilns to produce pellets. The final pellets are loaded and transported by rail to dock facilities located in Duluth, MN. United Taconite produces approximately 5.2 tons of pellets per year.

<u>Plant Address</u> 8470 Townline Road Forbes, MN 55738	<u>Mine Address</u> 806 Park Avenue Eveleth, MN 55738	<u>Union Information</u> United Steelworkers (USW-6860) Appr. 457 current employees Local President – Jamie Winger
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**Union Wages** – in addition to the below wages, United Taconite has a Profit Sharing Plan.

### Wage Table (Includes Rolled-In Incentives)

Job Class	Pay Rate	Job Title Examples (not inclusive of all positions)
1-2	31.797	Laborer
7	33.730	Crusher Helper
8	34.117	Utility Operator, General Miner
10	34.890	Warehouseperson, Crusher Operator
11	35.278	Tireperson
12	35.665	Operations Maintenance Technician
13	36.052	Rotary Drill Operator, Blaster
14	36.438	Tractor Operator
15	36.824	Boiler Operator
16	37.211	Production Truck Driver
17	37.598	Senior Operations Maintenance Technician
20	38.760	Shovel Operator, Maintenance Mechanic, Auto/Diesel
21	39.146	Control Room Operator
22	39.532	
23	39.919	Electronic Technician

\*Note: Skills additives (ability to operate additional equipment) can bring mine positions up to a maximum of job class 22.

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
<b>PPO Plan</b>	\$0.00	\$0.00	\$0.00	\$0.00

**Retirement Benefits** – Company contributes to the Steelworker's Pension Trust (SPT), each and every benefit month a sum of \$4.00 per hour for each hour worked. Additionally, employees will have \$0.75 cents per hour worked contributed to a restricted Retiree Health Care Account. Contributions to the Retiree Health Care Account are in lieu of retiree health and life benefits.

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



## WALBRIDGE

The Walbridge tubular facility is located just south of Toledo, Ohio, minutes from Interstate 75 and the Ohio Turnpike (I-80/90). Specializing in large diameter-light wall, high D/t, AHSS, and coated products in standard and custom shapes, this plant is capable of supplying the widest range of steel tube products in the High Frequency Electric Resistance Welded (ERW) market. This facility produces carbon and leading-edge Advanced High Strength Steel (AHSS) tubes, along with critical large diameter austenitic and ferritic stainless steel tubes for the Class 8 truck industry.

Plant Address

Cleveland-Cliffs Walbridge  
30400 East Broadway  
Walbridge, Ohio 43465

Union Information

United Steel Workers (Local 1915-15)  
Approximately 77 current employees  
Local President – Jesse McBride

Below is current wage and benefit information for Walbridge.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP). The OPIP averaged 6.7% per quarter in 2023. OPIP Target increased from 6% to 9% in 2024.

Job(s)	Wages
Maintenance Tech A	\$36.00
Senior Tube Mill Set-Up Operator	\$29.00
Truck Driver	\$27.70
Tube Mill Set-Up/Operator	\$27.25
Maintenance Tech B/Tooling	\$27.50
Laser Operators	\$23.95
Shipping Loader	\$23.75
Crane Operator/Receiving/End Welder	\$23.60
Leader (Package/Secondary)	\$22.75
Shipping Clerk	\$21.40
Packaging	\$21.30

### Healthcare Benefits

	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
PPO Plan	\$1,000	\$2,000	\$27.00	\$51.00

**Retirement Benefits** – Steelworker Pension Trust (SPT) contributing 2.5% of the total gross earnings accrued during the entire wage month. Additionally, employees will be matched by the Company up to the first 3% of earnings contributed by the employee during that month into their 401(K).

Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.





## ZANESVILLE

Zanesville is a finishing facility located on the Muskingum River in Zanesville, Ohio. Zanesville Works' finishing facilities for electrical and stainless lines bring specialty flat-rolled process and product technology together with steels that meet the exact specifications and delivery requirements of customers.

Plant Address

Cleveland-Cliffs Zanesville  
 1724 Linden Avenue  
 Zanesville, Ohio 43701

Union Information

United Auto Workers (Local 4104)  
 Approximately 145 current employees  
 Local President – Eric Spiker

Below is current wage and benefit information for Zanesville.

**Union Wages** – in addition to the below wages, this facility participates in the Operational Performance Incentive Plan (OPIP). The OPIP averaged a 14% quarterly payment in 2023. Additionally, Zanesville has a Profit Sharing Plan.

Labor Grade	Job(s)	Wages
1	Utility Person	\$ 25.01
2	Utility Technician	\$ 27.00
3	Operating Technician I	\$ 29.13
4	Operating Technician II	\$ 30.45
5	Sr. Operating Technician	\$ 31.98
MTM	Mechanical Maintenance Technician	\$ 30.45
MTE	Electrical Maintenance Technician	\$ 30.45

### Healthcare Benefits

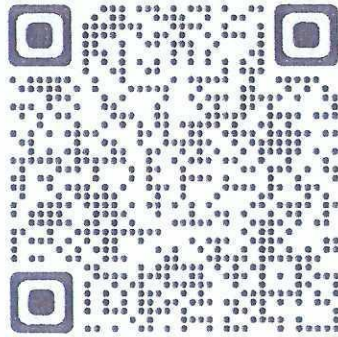
	Deductible Single	Deductible Family	Weekly Premium Single	Weekly Premium Family
<b>Health Savings Plan (HSP)</b>	\$ 1,400	\$ 2,800	\$0.00	\$0.00

**Retirement Benefits** – Thrift plan contribution is \$1.00 per hour for every hour worked. The Company contributes to the IAM National Pension Fund/Plan \$2.40 per hour for every hour worked.

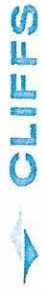
Please contact Dana Meager at 304-797-5048 if you have any additional questions regarding transferring to this location.



Please use the attached QR code to go directly to the Corporate Directory for all locations. Scroll down underneath the map of locations, and click on the + sign and you will see a list of addresses, i.e. Regional Offices, Steelmaking, etc.



The direct link is <https://www.clevelandcliffs.com/about/corporate-directory>.



# CLIFFS COMPANY OFFICES AND OPERATIONS

★ Cliffs Headquarters

● Offices

- 2 Regional Office - West Chester
- 3 Regional Office - Chicago
- 4 Regional Office - Burns Harbor
- 5 Ferrus Processing and Trading Co. (FPT) - Main Office
- 6 Research & Innovation Center
- Steelmaking

- 7 Northshore Mining Company
- 8 Tilden Mine
- 9 United Taconite
- 10 Monaca Mine
- 11 Hibbing Taconite Company
- 12 Princeton Coal
- 13 Warren
- 14 Monessen Coke
- 15 Toledo Direct Reduction Plant
- 16 Indiana Harbor
- 17 Burns Harbor
- 18 Cleveland Works
- 19 Middletown Works
- 20 Dearborn Works
- 21 Butler Works
- 22 Mansfield Works
- 23 Coatesville

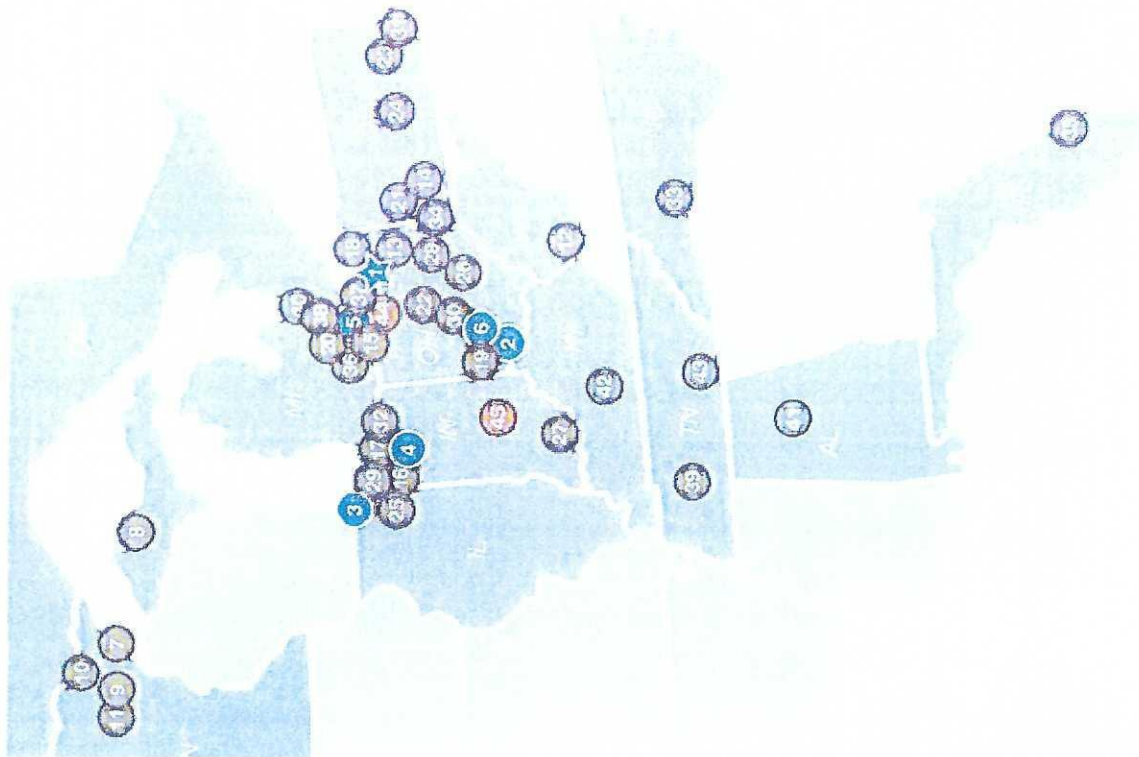
- 24 Steelton
- 25 Riverdale
- 26 Zanesville Works
- 27 Rockport Works
- 28 Costcocton Works
- 29 Burns Harbor Plate & Gary Plate
- 30 Columbus, OH
- 31 Conshohocken
- 32 Tek & Kofe
- 33 Piedmont
- 34 Werton
- 35 FPT - Florida Locations
- 36 FPT - Michigan Locations
- 37 FPT - Ohio Locations
- 38 FPT - Ontario Location
- 39 FPT - Tennessee Locations

● Tooling and Stamping

- 40 Windsor & Ontario
- 41 Maugauga
- 42 Bowling Green
- 43 Cleveland TN

● Tubular

- 44 Wabridge
- 45 Columbus IN



# Employee Assistance Program Service Summary Cleveland-Cliffs Inc.



Available 24/7, 365 days a year  
Everything you share is confidential\*

Life can be full of challenges. Your Anthem Employee Assistance Program (EAP) is here to help you and your household members. EAP offers a wide range of no-cost support services and resources, including:



## Counseling

- Up to 8 visits per issue
- In-person or online visits
- Call EAP or use the online Member Center to initiate services



## Legal consultation

- 30-minute phone or in-person meeting
- Discounted fees to retain a lawyer
- Free legal resources, forms, and seminars online



## Financial consultation

- Phone meeting with financial professionals
- Regular business hours; no appointment required
- Free financial resources and budgeting tools online



## ID recovery

- Help reporting to consumer credit agencies
- Assistance with paperwork and creditor negotiations



## Emotional Well-being Resources

- Digital tools to improve emotional well-being
- Team up with an experienced clinical coach
- Practice mindfulness on the go



## Dependent care and daily living resources

- Online information about child care, adoption, elder care, and assisted living
- Phone consultation with a work-life specialist
- Help with pet sitting, moving, and other common needs



## Other anthemEAP.com resources

- Well-being articles, podcasts, and monthly webinars
- Self-assessment tools for emotional health issues



## Crisis consultation

- Toll-free emergency number; 24/7 support
- Online critical event support during crises

**We are ready to support you**

You can call us at **855-873-4932**, or go to **anthemEAP.com**  
and enter your company code: **Cleveland Cliffs Inc**

When something unexpected happens, EAP can help you figure out your next steps. Contact us today.

\* In accordance with federal and state law and professional ethical standards.

This document is for general informational purposes. Check with your employer for specific information on the services available to you.

Language Access Services - (TTY/TDD) 711

Spanish - Tiene el derecho de obtener esta información y ayuda en su idioma en forma gratuita. Llame al número de Servicios para Miembros que figura en su tarjeta de identificación para obtener ayuda.

Chinese - 您有權使用您的語言免費獲得該資訊和協助。請撥打您的 ID 卡上的成員服務號碼尋求協助。

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