



Message from Maurice Harapiak COVID-19 Protocols for Vaccinated Employees of Cleveland-Cliffs Steel LLC

Since many employees are now vaccinated, the Company is modifying its COVID-19 protocols consistent with CDC guidelines for vaccinated employees:

- For a one-year period, these employees will be treated, for COVID-19 purposes, like a person who has had COVID-19 within the last three months and gained significant immunity
- There will be no need to quarantine if they are found to have a close contact with a COVID-19 positive person, as long as they stay asymptomatic
- There will be no need to quarantine following travel
- The employee will still need to follow mask and social distancing precautions at work
- If the employee should later develop COVID-like symptoms they should still be tested for COVID-19, but under normal call-off procedures

The Company has created an online tool that will allow employees to report they have been vaccinated. This tool can be accessed for **Cleveland-Cliffs Steel LLC** employees (Burns Harbor, Indiana Harbor, Cleveland, Tek & Kote, Riverdale, Steelton, Conshohocken, Coatesville, Weirton, Warren, Columbus, Hibbing, Minorca, Monessen, Princeton, and the Chicago and Burns Harbor Regional Offices) at:

<https://cliffscovid.azurewebsites.net/steel/vaccinesurvey>

In order to qualify for the relaxed protocols outlined above, an employee must report being vaccinated using the tool applicable to their location. The Company reserves the right to require proof of vaccination.

In the past weeks, the CDC has also issued new guidance that fully vaccinated people, who have passed their applicable waiting periods after their final dose, can:

- Visit other fully vaccinated people indoors without masks or physical distancing
- Visit indoors with unvaccinated people from a single household without masks or physical distancing, if the unvaccinated people are at low risk for severe disease

The CDC's recommendation of this targeted relaxation is very good news that will allow a certain amount of carefully increased social activity in our personal lives. In the meanwhile, however, continued caution and preventive action is needed to avoid a new surge in COVID-19 cases. Those who have not been vaccinated need to continue to exercise a high level of caution. Until the vaccinations have covered a much larger part of our local population, the virus remains present and very capable of causing renewed disruption in our lives, in our community, and in our workplace. Everyone should get vaccinated as soon as possible.