



NOTICE OF ACCEPTING APPLICATIONS FOR EMPLOYMENT (Begins 9-27-2021, at 8:00 AM)

Cleveland-Cliffs' Burns Harbor, Indiana Harbor and Riverdale locations (the Hiring Locations) will be accepting applications for hourly bargaining unit Utility Person positions to maintain a pool of candidates for potential future job openings. The process is open to any individual that chooses to apply. Current employees may use this letter to inform relatives of the steps they need to take if they are interested in applying for future employment at any Hiring Location. Resumes will not be accepted at the Hiring Locations. All candidates must follow the process described below.

1. Interested individuals must register with the State of Indiana's "Indiana Career Connect" job matching website: (www.indianacareerconnect.com). Registration can be made from any computer with internet access (i.e., home, library, WorkOne offices).
2. Individuals must create a username, password and have a current email address to create their profile in the "Indiana Career Connect" system. Step-by-step instructions to register with "Indiana Career Connect" are available on the website listed in Step 1. Candidates will be contacted via the email address they have provided regarding further steps in the process. Candidates are responsible to make sure that their email address is current in their "Indiana Career Connect" account and responsible to check the email account for further hiring instructions. Candidates should also regularly check their email spam and junk-mail files.
3. A complete description of the job duties and job requirements for the Utility Person position is listed on the "Indiana Career Connect" website. To access this information and apply for a position, please refer to the following Job Search numbers:

• Utility Person **Job Search # 9711531**
4. Once the candidate is on the appropriate Job Search page, he/she can register for the position by creating a resume or uploading an existing resume.
5. Candidates who are referred by WorkOne to Cleveland-Cliffs will begin the pre-employment process. This involves qualification on a general aptitude computer-based test administered by the company. All candidates will receive details regarding the administration of this test.
6. As job openings occur, applicants may be contacted by a Human Resources representative from the Hiring Location and may be scheduled for an interview and a background review. Applicants selected for hire will be required to pass a post-offer, pre-employment medical examination, which includes a drug screen. Applicants not selected for hire will be notified by email, phone, or mail.

Due to the expected high volume of interest, there may be periods when the maximum limit for applicants in the job pool is reached. When this occurs, the candidate will need to check back periodically on the "Indiana Career Connect" website to apply when the position is made available again. Do not contact WorkOne or Cleveland-Cliffs when this occurs. Additionally, phone calls or personal contact made to the Hiring Location regarding a candidate's status will not be addressed and could lead to the disqualification of the applicant from consideration.

Pursuant to existing Labor Agreements with the United Steelworkers, hiring preference is given to direct relatives of USW-represented ArcelorMittal employees and retirees. Salaried non-represented employees may also refer direct relatives. Candidates who are referred to Cleveland-Cliffs from WorkOne, WILL RECEIVE AN EMPLOYEE/RETIREE RELATIVE REFERRAL FORM to complete and submit with his/her application packet.

As a reminder, to be eligible to apply, an individual **MUST**:

- Be at least 18 years of age
 - Provide proof of identification
 - Be authorized to work in the United States
 - Have earned a high school diploma, GED, or equivalency from an accredited institution
- * Be able to work full-time, including rotating shifts, weekends
 - * Register on "Indiana Career Connect" per instructions above

Cleveland-Cliffs is an equal opportunity employer and fills its job requirements by selecting from the available labor market those applicants best qualified to perform the essential job functions in a safe manner. An individual notified that he/she is being considered for a position should notify the Employee Services/Human Resources department during the pre-employment process if he/she is in need of an accommodation related to the pre-employment process.

Equal Opportunity Employer - Race/Color/Age/Sex/Sexual Orientation/Gender Identity/Religion/National Origin/Disability/Veterans

Utility Person

Cleveland-Cliffs is the largest flat-rolled steel company and the largest iron ore pellet producer in North America. The company is vertically integrated from mining through iron making, steelmaking, rolling, finishing and downstream with hot and cold stamping of steel parts and components.

Cleveland-Cliffs is seeking hourly Production Employees to staff Utility Person positions at our Northwest Indiana facilities. Cleveland-Cliffs is a leader in employee safety, quality, and productivity.

Primary Responsibilities:

- Operate equipment and perform tasks such as operations labor, general labor and light mobile equipment operations required to support and maintain plant operations.
- Operate equipment associated with producing units and operate material handling equipment such as overhead electric cranes, and mobile equipment such as tractors, trucks, heavy equipment, dozers, loaders, boom trucks, and mobile cranes.
- Inspect and perform basic maintenance on all associated equipment.

Qualifications and Requirements:

- Be 18 or older and have legal right to work in the U.S.
- Have a high school diploma or GED equivalency from an accredited institution
- Work rotating shifts, weekends, and overtime as required. Shift work may encompass 8, 10, or 12-hour work shifts
- Be able to successfully pass all pre-employment testing requirements
- Be able to perform essential job duties, successfully pass a drug screen, background check, and a physical exam prior to starting employment

Compensation and Benefits:

- Starting hourly rate of \$23.47 per hour with a potential for additional earnings including production incentive pay, Sunday and Holiday premium pay, shift differential, and profit-sharing pay.
- Paid vacation after one year
- 401(k) Plan
- Medical, Dental, Vision, and Life Insurance coverage
- Company contributions to a Pension Trust
- 10 Paid Holidays per year
- Company-provided Personal Protective Equipment (PPE)
- Opportunity for advancement

As a company, we are doing what we can to keep all our employees safe and healthy. It is the current expectation that ALL Cleveland-Cliffs employees will be vaccinated against COVID-19 as soon as possible. Before accepting an offer of employment, you must certify that you are fully vaccinated. Cleveland-Cliffs reserves the right to require proof of vaccination.