



ArcelorMittal

Date: April 24, 2020

Extra Energy, Inc.
640 Clover Dew Dairy Road
Princeton, WV 24739

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305

RECEIVED

APR 29 2020

**WorkForce West Virginia
TAA/NDWG Unit**

Dear Mrs. Harper:

This letter is notice that Extra Energy, Inc. ("Company") has placed employees who work at Southern Surface in Skygusty, West Virginia, on temporary, unpaid layoffs. Many of the Company's customers have unexpectedly and temporarily closed their plants due to the COVID-19 pandemic. The temporary closure of these customers has a direct impact on our business and requires us to place employees on temporary, unpaid layoff.

There are fifty (50) employees currently affected at this employment site. The first temporary layoff at this site occurred on April 19, 2020.

At this time, the Company expects these temporary layoffs to last less than six months. Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act ("WARN"), we thought it appropriate to provide you with this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the automotive closures, the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related announcements and actions.

We also have given or are giving appropriate notice to all affected employees.

Should you require further information, please feel free to contact me at 304-223-7242.

Sincerely,

Debra L. Vaughan
Head of Human Resources
ArcelorMittal Princeton