



**CLEVELAND-CLIFFS INC.**

200 Public Square, Suite 3300, Cleveland, OH 44114  
P 216.694.5700 [clevelandcliffs.com](http://clevelandcliffs.com)

March 20, 2025

Mayor Pete Hyduke  
City of Hibbing  
401 East 21<sup>st</sup> Street  
Hibbing, MN 55746

Commissioner Annie Harala - Chair  
St. Louis County Board of Commissioners  
100 N. 5<sup>th</sup> Ave. W  
Duluth, MN 55802

Minnesota Department of Employment and  
Economic Development  
Attn: Jason Wadell  
Great Northern Building  
180 East Fifth Street  
St. Paul, MN 55101-1678

**RE: Layoffs at Hibbing Taconite Company**

Dear Ladies and Gentlemen,

The decreased domestic steel demand experienced in 2024 has caused Cleveland-Cliffs to accumulate excessive iron ore pellet inventory. To rebalance working capital needs and consume the excess pellet inventory produced in 2024, Cleveland-Cliffs has made the difficult decision to reduce production and conduct layoffs at the Hibbing Taconite Company, located at 4950 County Highway 5 North, Hibbing, MN 55746.

We expect approximately 25 salaried employees and 230 bargaining unit employees will be placed on layoff on May 20, 2025, or within the two week period thereafter. Depending on business needs, certain employees may be relieved of their job duties before May 20, 2025, but these employees will remain on active status and receive their regular salary and benefits until they are placed on layoff status beginning May 20<sup>th</sup>. While we anticipate these layoffs will be temporary, we cannot predict their length, which may exceed six months.

Should you have any questions, or need any additional information, please contact Angela Denucci, Senior Director, Human Resources at 906.475.3406, or via email at [angela.denucci@clevelandcliffs.com](mailto:angela.denucci@clevelandcliffs.com).

Very truly yours,

A handwritten signature in blue ink that reads "R. Fischer".

Robert H. Fischer  
Executive Vice President, Human Resources and Labor Relations