

**Notice**  
**Cliffs Natural Resources - Michigan Operations**  
**Personnel Activity Notice**  
**September 4, 2016**

Previous Dept	New Dept	Empl ID	Name	Co Seniority	Date	Prior Position	Displaced Position	Reporting Information
<b>The following employees permanently transfer to the following positions/departments/crews:</b>								
Tilden Cleaning	Tilden Conc Ops 4 Crew	329428	Gustitis James	07/25/2005		Concentrating Plant Operator	Concentrating Plant Attendant	Sunday 9/4/16 6:45AM – Tilden Training Office (12 hrs) – Crew 1
Tilden Cleaning	Tilden Conc Ops 4 Crew	600298	Salmiinen Lucas	07/25/2005		Assistant Operator - Conc Plant	Concentrating Plant Attendant	Saturday 9/3/16 8:45PM – Tilden Training Office (12 hrs) – Crew 4 Temp
Mining Cleaning	Tilden Conc Ops 4 Crew	611112	Quayle Brad	11/29/2005		Assistant Operator - Conc Plant	Concentrating Plant Attendant	Monday 9/5/16 2:45PM – Tilden Training Office –Crew 3
Mining Crushing 4 Crew	Mining Crushing Day	328041	Helsten Craig	09/11/1992		Plant Repairperson	Plant Repairperson	Tuesday 9/6 @ 6:00 AM Pit Maintenance Lunchroom
Tilden 3 Crew	Mining Crushing 4 Crew	328473	Newhouse Jeffrey	03/04/1996		Plant Repairperson	Plant Repairperson	Tuesday 9/6 @ 6:00 AM Pit Maintenance Lunchroom
Tilden 3 Crew	Tilden 4 Crew	328677	Oigren Dale	03/11/1997		Plant Repairperson	Plant Repairperson	Sunday 9/4/16 6:00 AM Tilden #1 Lunchroom (12hrs)
Tilden 3 Crew	Tilden 4 Crew	328954	Hilborn Ronald	08/12/1999		Plant Repairperson	Plant Repairperson	Saturday 9/3/16 6:00PM – Tilden #1 Lunchroom (12hrs)
Tilden 4 Crew	Tilden 3 Crew	330099	Grage Jr Robert	10/13/1999		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 6:00 AM Tilden #1 Lunchroom
Tilden 4 Crew	Tilden 3 Crew	328245	Nyberg Bruce	03/09/2000		Plant Repairperson	Plant Repairperson	N/A
Tilden 4 Crew	Tilden 3 Crew	600189	Bertram Kim	09/05/2000		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 6:00 AM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 3 Crew	600614	Giotto Bryan	04/04/2005		Plant Repairperson	Plant Repairperson	Sunday 9/4/16 6:00 AM Tilden #1 Lunchroom (12hrs)
Tilden 4 Crew	Tilden 3 Crew	600671	Bingham Adam	08/28/2005		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 2:00 PM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 4 Crew	600275	Niemi Barrett	09/12/2005		Plant Repairperson	Plant Repairperson	Sunday 9/4/16 6:00 AM Tilden #1 Lunchroom (12hrs)
Tilden 4 Crew	Tilden 4 Crew	611157	Lintula John	02/13/2006		Plant Repairperson	Plant Repairperson	Wednesday 9/7/16 10:00 PM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 4 Crew	600490	Sappanen David	04/23/2006		Plant Repairperson	Plant Repairperson	Sunday 9/4/16 6:00 AM Tilden #1 Lunchroom (12hrs)
Tilden 3 Crew	Tilden 4 Crew	611293	Kagarise Gary	08/12/2006		Plant Repairperson	Plant Repairperson	Monday 9/5/16 2:00 PM Tilden #1 Lunchroom
Tilden 4 Crew	Tilden 3 Crew	611358	Debelak Justin	08/28/2006		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 2:00 PM Tilden #1 Lunchroom
Tilden 4 Crew	Tilden 3 Crew	611415	Tyner Jon	11/27/2006		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 2:00 PM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 4 Crew	611478	Moclung James	02/18/2007		Plant Repairperson	Plant Repairperson	Saturday 9/3/16 6:00PM – Tilden #1 Lunchroom (12hrs)
Tilden 4 Crew	Tilden 3 Crew	611634	Thompson Shay	06/18/2007		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 6:00 AM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 3 Crew	611651	Aleo Gregory	07/18/2007		Plant Repairperson	Plant Repairperson	Monday 9/5/16 2:00 PM Tilden #1 Lunchroom
Pit Ops/Temp Tilden Maint	Tilden 3 Crew	611661	Villeneuve James	07/30/2007		General Laborer (Temp PR)	Plant Repairperson	Tuesday 9/6/16 6:00 AM Tilden #1 Lunchroom
Temp Tilden Maintenance	Pit Operating 4 Crew	600697	Schober Wesley	07/30/2007		Plant Repairperson	General Laborer	Temp remain Tilden Plant Repairperson
Tilden PP Ops	Tilden PP Ops 4 Crew	611158	Wood Robert	02/13/2008		Utilityperson - Pellet Plant	Assistant Operator - Pellet Plant	Remain on same crew
<b>The following employees temporarily transfer to the following positions/departments/crews:</b>								
Tilden PP Ops	Mining Operating 4 Crew	611107	Ayotte Kevin	11/28/2005		Assistant Operator - Pellet Plant	Assistant Operator - Pellet Plant	Sunday, 9/4 @ 2:45 pm – Pit Ready Room
Tilden Maintenance	Tilden Warehouse	329482	Kainulainen Terry	4/29/1996		Utilityperson - Maintenance	Warehouseperson	Tuesday 9/6 @ 6:30 AM Tilden Warehouse Lunchroom
Tilden 3 Crew	Tilden 4 Crew	611648	Perry Jedidiah	7/16/2007		Plant Repairperson	Plant Repairperson	Tuesday 9/6/16 6:00 AM Tilden #1 Lunchroom
Tilden 3 Crew	Tilden 4 Crew	611656	Voegtline Curtis	7/23/2007		Plant Repairperson	Plant Repairperson	Saturday 9/3/16 6:00PM – Tilden #1 Lunchroom (12hrs)
<b>The following employees are permanently recalled from layoff:</b>								
Empire Conc Ops	Tilden Conc Ops 4 Crew	611101	Racina Sean	11/28/2005		Assistant Operator - Conc Plant	Concentrating Plant Attendant	Sunday 9/4/16 6:45AM – Tilden Training Office (12 hrs) – Crew 1
Empire Conc Ops	Tilden Conc Ops 4 Crew	611393	Beauchamp Heath	10/09/2006		Concentrating Plant Attendant	Concentrating Plant Attendant	Saturday 9/3/16 6:45PM – Tilden Training Office (12 hrs) – Crew 4
<b>The following employees are temporarily recalled from layoff to temporary positions:</b>								
Tilden Cleaning		611405	Mathie Allan	10/30/2006		Assistant Operator - Conc Plant	General Laborer (Cleaning)	Tuesday 9/6/16 @ 5:45 AM Tilden Training
Tilden Cleaning		611416	Riutta Adion	11/27/2006		Assistant Operator - Conc Plant	General Laborer (Cleaning)	Tuesday 9/6/16 @ 5:45 AM Tilden Training
Mining Cleaning		600345	Chapman Scott	01/22/2007		Assistant Operator - Conc Plant	General Laborer (Cleaning)	Tuesday, 9/6 @ 7 am – Pit Training Trailer
<b>The following employees will go to layoff:</b>								
Tilden Conc Ops		613344	Collins Robert	11/15/2010		Concentrating Plant Attendant		
Tilden Conc Ops		613425	Grossman Robert	12/27/2010		Concentrating Plant Attendant		
Tilden Conc Ops		613611	Appell William	03/07/2011		Concentrating Plant Attendant		
Tilden Conc Ops		613612	Ehrhardt Robert	03/07/2011		Concentrating Plant Attendant		
Tilden Conc Ops		613262	Kallioinen Nathan	09/13/2010		Concentrating Plant Attendant		