

**Memorandum of Agreement
Between
Mittal Steel USA, Indiana Harbor
And
United Steelworkers – Local Unions 1010 and 1011
Concerning
Indiana Harbor Facilities Job Opportunities**

1. The purpose of this agreement is to improve the utilization of the Indiana Harbor Facilities East (IHFE represented by L.U. 1010) & Indiana Harbor Facilities West (IHFV represented by L.U. 1011) workforce by allowing the employees from either facility to bid on unfilled vacancies.
2. Non-craft permanent vacancies at the IHFW will be posted as soon as possible for eligible employees from LU 1011 to bid on.
3. Non-craft permanent vacancies at IHFE will be posted as soon as possible for eligible employees from LU 1010 to bid on.
4. Any permanent vacancies that exist on the IHFW and IHFE after completion of the posting process identified in paragraphs no. 2 or 3 above shall be opened plantwide to bidders from the alternate facilities. Such permanent vacancies may continue to be filled from the original list of bidders for a period not to exceed 90 days from the date of the initial posting. If any vacancies still remain after 90 days, those vacancies will be reposted in accordance with paragraphs 2 and 3 above.
5. The parties agree that any employee that permanently transfers to the IHFW or IHFE under the terms of this agreement shall be covered by the same SUB, employment security, sickness and accident, health care, life insurance, 401k and pension plans as his/her original Basic Labor Agreement (BLA) provides and shall use his/her corporate hire date(s) to measure years of service for all purposes under those plans. Such employee(s) original corporate seniority date continues to accrue for all purposes. Employees who bid back and become established in their original facility will use their corporate seniority date for all purposes.
6. The parties agree that any employee from IHFE that permanently transfers to the IHFW under the terms of this agreement shall have their vacation entitlement (number of weeks allowed) as he/she had prior to such transfer determined using their corporate hire date.
7. Employees transferring from the IHFE or IHFW to the alternate facility shall be given a new plant service date which shall apply to all other seniority entitlements under the terms of the existing BLA including vacation preference, shift preference, layoff, promotion, demotion, and/or any other provision using plant seniority.

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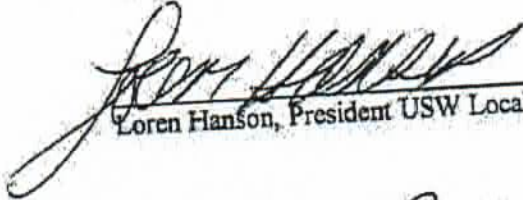
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8. The reversion period applicable to all vacancies posted under the terms of this agreement (paragraphs 2, 3, and 4 above) shall be 30 calendar days from the date of transfer commencing with the first day worked on the new occupation.
9. Employees transferring under this agreement will continue to accrue Plant Service for seniority purposes at his/her home plant (IHFE or IHFW) in accordance with the applicable seniority rules for a maximum period of six (6) months from the date of transfer. If within six (6) months, s/he is recalled to work at his/her home plant and s/he elects to return, his/her Continuous Service for seniority purposes at the other plant will be cancelled. If s/he elects to remain at the other plant, his/her Continuous Service for seniority purposes at his/her home plant will be cancelled. In addition, for six (6) months, employees transferring under this agreement shall have priority over other employees in their new plant for purposes of bidding on permanent vacancies posted on a plantwide basis in their home plant.
10. Employees impacted by the idling of units within the IHFE shall retain their earnings protection benefit as set forth in the November 13, 2005 Memorandum Of Agreement, in the event they fill a permanent vacancy under the terms of this agreement.
11. Beginning with the effective date of this agreement and until such time as this agreement is revoked, volunteers may be solicited from IHFE to be temporarily reassigned to perform non-craft work at IHFW for a period of time not to exceed 90 calendar days. Any extension beyond the 90 days will require a mutual agreement. Employees volunteering for these temporary reassignments must remain for the duration of the reassignment unless he/she is recalled by the Company to their LOP or becomes a prevailing bidder on a permanent vacancy. Employees who volunteer for temporary reassignment on the IHFW would be paid the higher of their red circle rate, the rate of their incumbent position or the rate of the job that they are actually performing on the IHFW. Such employees will follow the local plant practices and will be represented by Local 1011 representatives. Should either party revoke this agreement, those employees who have already been temporarily assigned to IHFW may remain until the end of the aforementioned 90 day period.
12. The parties agree that this agreement may be terminated by any party with 30 days advance written notice to the other party but in no event shall this agreement be terminated prior to the one year anniversary of the effective date of this agreement.
13. No grievance(s) shall be filed by any employee as a result of the action taken by the Company pursuant to the provisions of this mutual agreement, except a grievance alleging a failure on the part of the Company to abide by the terms of this mutual agreement.

14. By entering into this agreement, precedent will not be established and this mutual agreement will not be prejudicial to any other course of action either party may choose in the future.

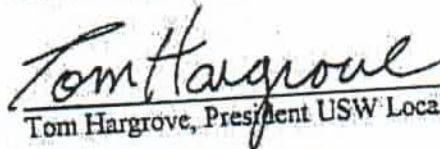
Concur:

For The Local 1011 Union:


Loren Hanson, President USW Local 1011


William Kelley, Grievance Committee Chair-1011

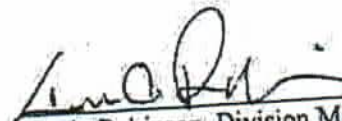
For The Local 1010 Union:


Tom Hargrove, President USW Local 1010


Dennis Shattuck, Grievance Committee Chair 1010

For The Company:


Robert Cayia, Manager Labor Relations


Kevin Robinson, Division Manager HR&LR

Effective Date: 3-13-06