

## BENEFITS DURING LAYOFF

This letter is to summarize the effect of layoff on your employee benefits. When you are laid off:

- Supplemental Unemployment Benefits (SUB) may be available to you.
- Qualifying Event a layoff is considered a qualifying event and gives you the right to make benefit changes within 31 days from the date of the layoff.
- Sickness and Accident Benefit coverage will end on your last day worked. (An employee who is disabled and receiving S&A is not eligible for layoff.)
- Health care, including medical, dental, and vision coverage will continue for a period of time based on your length of service. (See reverse side of this letter for a summary of benefits.) Upon expiration of your benefits, you may continue your health care under COBRA. You will receive a COBRA notification packet when your company-provided coverage ends.
- Basic Life Insurance (Company-provided) will continue for a period of time based on your length of service. (See reverse side of this letter for a summary of benefits.) Upon expiration of your benefits, you may convert your group policy to an individual policy by contacting Prudential via phone: 219-399-6266 or via email: life.insurance@arcelormittal.com.
- Optional Life Insurance Plan and/or the Accidental Death & Dismemberment Plan will be continued for a period based upon your length of service. (See reverse side of this letter for a summary of benefits.) The monthly premiums will be deducted from your SUB pay. Upon expiration of your benefits, you may convert your group policy to an individual policy to cover you and your eligible dependents, (if enrolled) by contacting Prudential via phone: 219-399-6266 or via email: life.insurance@arcelormittal.com.
- Hourly 401(k) Plan Your 401(k) contributions will end with your last regular paycheck. Loan payments will be deducted from SUB pay. If you have an outstanding Hourly 401(k) Plan loan balance, you can stop your loan payments up to 12 months while on layoff. In order to stop your loan payments, you must contact Sandra Lopez at 219-399-5375. If you fail to make regular loan payments for a period of 12 consecutive months, your loan balance will be considered to be in default and will be treated as a taxable distribution per IRS rules. If you have any questions about 401(k) provisions in the CARES Act you must contact Fidelity at 800-354-6551.
- Flexible Spending Account contributions will not be taken from SUB pay. If you have any questions regarding Flexible Spending Account contact UMR: 1-877-310-3539.
- Pension Continuous Service will continue to accrue for 2 years after your last day worked. Beyond 2 years, your pension service date will be adjusted upon recall, or at time of retirement, whichever comes first. If an adjustment is made, you will be notified by letter.

Steelworker Health and Welfare Fund	(888) 296-7493	Local Human Resources	(219)399.7310
UMR-Flexible Spending Accounts	(877) 310-3539	Shared Services (Payroll)	(888) PAY-6485
Fidelity 401(k)	(800) 354-6551	Prudential (Life Insurance)	(219) 399-6266

### SUMMARY OF YOUR BENEFITS DURING PERIODS OF LAYOFF

- HEALTH CARE and BASIC LIFE INSURANCE continue for a specific period of time based on your continuous Company service at the date of layoff.

Continuous Company Service	Benefits terminate:
More than 1,040 hours of actual work but less than 2 years	After 6 months
2 but less than 10 years	After 18 months
10 years or more	After 30 months.

You may continue Health Care coverage beyond the period provided by the Company for an additional 18 months under COBRA (Consolidated Omnibus Reconciliation Act of 1985). The Administrator will provide you with timely notification of your eligibility under COBRA. Contact the Steelworker Health and Welfare Fund with questions at (888) 296-7493.

You may continue your life insurance coverage beyond the period provided by the Company, by converting your group policy to an individual policy. You have 31 days after your coverage under the Plan terminates to convert. Contact by contacting Prudential via phone: 219-399-6266 or via email: [life.insurance@arcelormittal.com](mailto:life.insurance@arcelormittal.com).

- OPTIONAL CONTRIBUTORY INSURANCE PLANS (Optional Life and Accidental Death and Dismemberment Plans) continue for a specific period of time based on your continuous Company service as of your date of layoff.

Continuous Company Service	Optional Plans terminate:
More than 1,040 hours of actual work, but less than 2 years	After 6 months
2 but less than 10 years	After 18 months
10 years or more	After 30 months.

The premiums for Optional Life/AD&D will be deducted from your SUB pay. If you wish to terminate your coverage under these plans while you are on layoff, contact Prudential via phone: 219-399-6266 or via email: [life.insurance@arcelormittal.com](mailto:life.insurance@arcelormittal.com). If you terminate your coverage under these plans while you are on layoff and you return to work, you will have to re-enroll for this coverage and will be subject to Evidence of Insurability, which could limit or deny you coverage.

If your SUB pay ends before your coverage as noted above ends, and you wish to continue any of the above optional coverage, you must make timely premium payments, not later than the 15<sup>th</sup> of the month contact Prudential via phone: 219-399-6266 or via email: [life.insurance@arcelormittal.com](mailto:life.insurance@arcelormittal.com). Be sure to include your Social Security Number and Payroll Number on your check or money order, as well as a brief description of the coverage for which you are paying.