

LOCAL 2251 REPRESENTATION ORDER: FREQUENTLY ASKED QUESTIONS

1. Why has there been a change in my representation?

On October 27, 2017, we were served with the Motion Record of United Steelworkers Union Local 2251 that sought to remove Ursel Phillips Fellows Hopkinson LLP ("UPFH") as Representative Counsel of the 2251 Retirees who belong to the Essar Algoma Steel Pension Plan for Hourly Employees ("Hourly Plan") and sought to appoint Local 2251 as representative of these individuals.

We are not aware of the specific reasons that Local 2251 filed the motion to represent the 2251 Retirees in the Hourly Plan. We are not aware of any complaints about our representation of the 2251 Retirees in the Hourly Plan and have been doing everything possible to represent the interests of 2251 Retirees and all retirees within the scope of our Representative Counsel Order in the ongoing restructuring of Essar Steel Algoma.

Local 2251 requested this change in representation, which it felt was necessary in order to continue negotiations in these restructuring proceedings. For more information about Local 2251's reasons, please see their motion materials here: http://documentcentre.eycan.com/eycm_library/Essar%20Steel%20Algoma%20Inc/English/CAA%20Proceedings/Motion%20Materials/052.%20Motion%20Record%20re%20Union%20Representative%20Counsel/C2034199_Part1.pdf

Despite not knowing the specific reasons why the motion was filed and not being aware of any complaints regarding our representations, in the interests of facilitating a successful restructuring of Essar Steel Algoma without delay and in consultation with our Retiree Committee, we agreed it was in the best interests of the retirees that we represent to allow Local 2251 to represent the Hourly Plan Retirees - although only if these individuals had the option to opt out of representation by 2251 and remain represented by UPFH.

2. Does the Local 2251 Representation Order apply to me?

The Local 2251 Representation Order applies to retired members and former members (or the surviving spouse of any such member) of Essar Steel Algoma Inc. Pension Plan for Hourly Employees (the "Hourly Plan") if the member was represented by Local 2251 immediately prior to the date on which they retired or their employment with Algoma was terminated and the retirement or termination occurred after January 1, 2002.



3. Does the Local 2251 Representation Order affect Wrap Plan or Salaried Plan members?

No, the Local 2251 Representation Order does not affect Members of the Essar Steel Algoma Inc. Pension Plan for Salaried Employees (the “Salaried Plan”) and the Essar Steel Algoma Inc. Wrap Pension Plan (the “Wrap Plan”).

Members of the Salaried Plan and the Wrap Plan continue to be represented by UPFH.

4. What does it mean if I chose to opt out?

If you choose to opt out of representation by Local 2251, it means that you will continue to be represented by UPFH, who has been acting as your Representative Counsel since November 9, 2015.

5. Would I be better off opting out?

It is your choice as to which representative you wish to have. If you wish to remain represented by us, please send in the Opt-Out Form to the address listed on the form.

6. How do I opt out?

You would have received an Opt-Out Form in the mail, along with a letter explaining the effect of the Local 2251 Representation Order.

Additionally, an Opt-Out Form is available on our website: [http://www.upfhlaw.ca/docs/default-source/default-document-library/essar-steel-algoma-inc/opt-out-form-for-members-of-hourly-pension-plan-\(00336152xd59fb\).pdf](http://www.upfhlaw.ca/docs/default-source/default-document-library/essar-steel-algoma-inc/opt-out-form-for-members-of-hourly-pension-plan-(00336152xd59fb).pdf)

In order for your Opt-Out to be valid, you must mail the completed form to the Monitor at the following address:

Ernst & Young Inc.
Attn: Philip Kan
EY Tower, 100 Adelaide St. W.,
P. O. Box 1,
Toronto, Ontario, Canada
M5H 0B3

7. What if I have more questions about this?

We would be happy to answer any further inquiries you may have. Please email us at AlgomaRetirees@upfhlaw.ca.