

SIGNATURES

March 15, 2005

By: George W. Hawk, Jr.

Name: George W. Hawk, Jr.

Title: General Counsel and Secretary

CLEVELAND-CLIFFS INC
Long-Term Incentive Program
Participant Grant and Agreement
Year 2005

ARTICLE 1.
Definitions

1.1 “Average Net Assets”

1.2 “Change in Control”

2.2 Issuance of Performance Shares

2.3 Performance Shares Earned

5.6 Agreement Subject to Incentive Program

5.7 Amendments

5.8 Severability

5.9 Term

5.10 Governing Law