

December 21, 2015

The parties, Century Aluminum of Kentucky GP ("Company") and The United Steelworkers ("Union"), agree as follows:

Those employees who retired or will retire in good standing between April 1, 2015 and December 31, 2015, will be given a onetime opportunity to retire and receive the retiree health benefits provisions set forth in Article 17 of the parties' 2010-2015 collective bargaining agreement, as set forth herein.

These individuals must state their intent to retire with the Human Resources Department no later than December 29, 2015. Their retirement must be effective on or before December 31, 2015. This agreement does not alter, eliminate or modify any rights or defenses the Company has regarding retiree health benefits or any modification or termination of such benefits.

This agreement is being entered on a non-precedent setting basis.

Karen Cecil 12-23-15  
Karen Cecil                      Date  
HR Director, North America

Richard Haas 12-23-2015  
Richard Haas                      Date  
USW Staff Representative