

August 25, 2015

Via Hand Delivery

Andy Meserve, President
United Steel, Paper and Forestry,
Rubber, Manufacturing, Energy,
Allied Industrial Service Workers Union,
AFL-CIO, Local Union 9423
Lewisport, Kentucky 42341

Travis Fentress, Vice President
United Steel, Paper and Forestry,
Rubber, Manufacturing, Energy,
Allied Industrial Service Workers Union,
AFL-CIO, Local Union 9423
Lewisport, Kentucky 42341

Richard Haas, USW International Staff Representative
c/o USW District 8 Office
85 C. Michael Davenport Boulevard, Suite B
Frankfort, Kentucky 40601

Subject: WARN Act Notice of Temporary Plant Closure

Gentlemen:

We are sorry to inform you that, in accordance the Worker Adjustment Retraining Notification Act of 1998 ("WARN"), Century Aluminum of Kentucky, GP ("Century") expects to temporarily close its entire plant located at 1627 State Rte 3543, Hawesville, Kentucky, 42348.

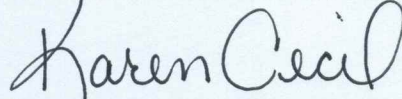
It is with great regret that Century was forced to make this decision, driven by the recent collapse in aluminum price brought on by Chinese overcapacity and the improper export of heavily-subsidized Chinese Aluminum products.

Century intends for the closing to be temporary, but virtually all bargaining unit employees will be laid off. This plant closure is expected to affect employees in every job classification, and we expect that all but a small complement of bargaining unit employees will be laid off within a fourteen (14) day period beginning on October 24, 2015, with the expectation that Century will not be producing metal after October 31, 2015. Non-union employees have no bumping rights, and although bumping rights exist under the current Labor Agreement, we expect that few union employees will have the opportunity to exercise their bumping rights due to the fact that the entire plant will be temporarily closed. Attached as "Schedule A" to this letter is a list of bargaining unit job classifications that will be affected, as well as the names of employees currently holding these jobs.

Please note that the plant closure may be reexamined if the current aluminum pricing environment substantially improves. Century pledges its sincerest efforts to provide its employees with needed assistance during this difficult time. If you need further information, please contact Karen Cecil, HR Director North America, (270) 521 7389, 9404 State Route 2096, Robards, Kentucky 42452.

Very truly yours,

CENTURY ALUMINUM OF KENTUCKY, GP

A handwritten signature in black ink that reads "Karen Cecil". The signature is written in a cursive, flowing style.

By: Karen Cecil, HR Director North America

Enclosure