

January 26, 2016

Andy Meserve
President, USW Local 9423
P.O. Box 448
Lewisport, KY 42351

Re: New Shift

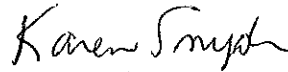
Dear Andy:

The Company is providing thirty (30) day notice that we will implement a shift change in Maintenance. The new shift will be:

- Employees currently working 21 swing will change to a 12 hour rotating shift.

I have attached a copy of the new shift schedule.

Sincerely,



Karen Snyder
Senior Human Resources Generalist

