

March 21, 2016

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

Re: Shift

Dear Andy:

The Company is providing thirty (30) days notice that we will implement a schedule change in the Potline area effective April 18, 2016.

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

Please let me know when you will be available to meet and discuss.

Sincerely,



Karen Snyder
Senior Human Resources Generalist