

April 24, 2013

VIA HAND DELIVERY

Mr. Richard Fry  
Vice President  
United Steel, Paper and Forestry,  
Rubber, Manufacturing, Energy,  
Allied Industrial Service Workers Union,  
AFL-CIO, Local Union 9423  
P.O. Box 448  
Lewisport, KY 42351

**Re: Job Bids During WARN Act Period**

Dear Richard:

As you know, Century Aluminum of Kentucky GP (“Century” or the “Company”) recently provided the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers Union, AFL-CIO, and its Local Union 9423 (the “USW”) with a conditional notice pursuant to the WARN Act that Century will curtail all manufacturing operations at the Hawesville Smelter effective August 20, 2013, in the event that the Company is unable to obtain access competitively priced power by that date. As explained in the WARN Notice, the Company continues (and will continue) to work tirelessly in an attempt to reach a resolution to the pending power issues that would allow the Hawesville Smelter to remain viable and avoid the need for layoffs.

Regardless of whether the Company is able to successfully resolve the outstanding power issues, one of the Company’s paramount objectives in the coming months will be to ensure that its employees continue to work in a safe and orderly environment. As part of its effort to meet this objective, the Company will not be posting any jobs for bid on a plant-wide basis this week. As you know, plant-wide job bids are often filled by potline employees. Given the pending WARN notices, it is uncertain whether the Company will be able to retain sufficient headcount to fill potline jobs in the event that potline employees bid for jobs in other areas of the plant. Accordingly, beginning this week, and as long as necessary to ensure the safe and orderly operations at the Hawesville Smelter, the Company will not be posting jobs for bid on a plant-wide basis. We are confident that this temporary measure will make the plant safer and more efficient, and will alleviate the need for excessive overtime assignments to potline employees.

While nothing in the CBA requires the Company to post jobs on a plant-wide basis every week, and the management rights clause empowers the Company “to take such measures as Management may determine to be necessary for the orderly, safe and efficient conduct of the business,” we would be happy to discuss this important safety measure with the USW to the extent that you would like to do so.

Thank you for your cooperation in ensuring the safety and well-being of our bargaining unit employees during these uncertain times.

Sincerely,



Sean Byrne  
Plant Manager  
Century Aluminum of Kentucky GP