



John A. Beaver
President, USW Local 9423
P.O. Box 448
Lewisport KY 42351

November 1, 2012

Dear Sisters and Brothers,

We are aware that there may be a number of questions and concerns regarding the ongoing negotiations over the compliment of Bargaining Unit employees. This correspondence is intended to provide each of you a summary of where we are in negotiations.

First of all, the Union has bargained in good faith regarding the compliment and any proposed crew reduction. The Union will continue to do so.

The Union was notified on October 29, 2012 that the Company was rejecting all Union proposals and withdrawing their proposals as it pertains to the compliment negotiations. A copy of the Company's letter is included on the back of this flyer.

The Company notified the Union today by phone that they are wishing to meet with the Union next week to discuss reduction-in-force and lay-offs.

Your Local Leadership is in the process of obtaining legal advice from the USW Legal Department. We contend that the Company is obligated by the Collective Bargaining Agreement to bargain until such time that the parties reach an agreement or impasse prior to implementing any compliment reduction or lay-off. Any attempt, by the Company, to implement a reduction-in-force and/or lay-off prior to an agreement or impasse will be accompanied with the appropriate Union response, utilizing every tool that we have at our disposal to combat such blatant disregard for our Collective Bargaining Agreement. Based on the same, any lay-off or reduction-in-force that is not directly associated with an elimination or reduction in work is a violation of the Collective Bargaining Agreement, and the Local will respond accordingly.

Your Committee respectfully requests that each of you refrain from participating in the rumor mill. Furthermore, as this may have an effect on each of us, it is equally important that each of you attend our normal monthly Union meetings.

In Solidarity,
Your Negotiating Committee

CenturyALUMINUM

October 29, 2012

Mr. John Beaver
President, USW Local 9423
P.O. Box 448
Lewisport, KY 42348

Dear John,

Effective immediately, Century Aluminum of Kentucky, GP (the "Company") is withdrawing all proposals in connection with the discussions between the Company and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, Local 9423 (the "Union") relating to headcount reductions and the hourly voluntary severance program at the Hawesville Facility. Additionally, to the extent the Company has not already rejected all of the proposals offered by the Union to date, this letter further serves to notify the Union that the Company rejects all open proposals offered by the Union in connection with these matters. Given the parties' inability to reach any agreement after protracted discussions, the Company sees no reason to continue any additional discussions regarding these matters at this time.

Sincerely,



Sean Byrne
Manufacturing Manager
Century Aluminum of KY, GP