

November 12, 2012

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

Dear John,

I am in receipt of your October 19, 2012 letter in which the Union attempts to invoke the remedy (the "Remedy") for unequal distribution of overtime set forth in Article 6, Section III(A)(3) of the collective bargaining agreement ("CBA"). The Company rejects the Union's attempts to invoke the Remedy because the Union has not yet completed the required steps set forth in Article 6, Section III(A)(1)-(2) of the CBA. Accordingly, the Union's attempts to invoke the Remedy are premature and improper.

Article 6, Section III.A.1. of the CBA states that "[i]f the Local Union President identifies concerns/failures by supervisors to comply with the process set forth in this Agreement for distribution of overtime, the Local Union President shall notify the Plant Manager *in writing* requesting that the Parties meet to discuss these failures. ***This notice shall include all information available to the Local Union President, including but not limited to the name(s) of the employees affected, the dates, times and hours of the overtime at issue, the names of the supervisors involved, etc.***" Article 6, Section III.A.2. states that this required process "will remain in effect following the initial twelve (12) month period until such time that the Local Union President determines after review of all the available information, and after meeting with the Plant Manager, that the prior instances identified pursuant to Section III.A.(1) above were not satisfactorily resolved, at which time the Local Union President will notify the Plant Manager in writing of such a determination."

To date, the Union has not submitted the required written notice setting forth its particular complaints with respect to distribution of overtime. Given the Union's failure to complete this threshold requirement, the Union cannot invoke the Remedy. Moreover, the Union has not yet provided information to the Company that indicates that a problem exists with respect to the distribution of overtime at the Hawesville Facility.

Please let me know if you have any questions or would like to discuss these matters further.

Sincerely,

Jason Curry
Human Resources Manager
Century Aluminum of KY, GP