

January 13, 2016

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

Re: Shift Change

Dear Andy:

The Company is providing thirty (30) days notice that we will implement a shift change for the Rectifier Operators and Unit 75 effective February 15, 2016. The new shift will be:

- 12 hr rotating shift

I have attached a copy of the new shift schedule.

Sincerely,



Karen Snyder
Senior Human Resources Generalist

