

December 21, 2015

The parties, Century Aluminum of Kentucky GP ("Company") and The United Steelworkers ("Union"), agree as follows:

Beginning on January 1, 2016 and continuing through the end of the current CBA, those employees who are on voluntary layoff will follow the following procedure to elect or not to return to work when opportunities are available.

Human Resources will call those on voluntary layoff the first Monday of each month to determine if they want to be called if a position comes open in that month. If the employee does not answer the call the HR representative will leave a voice mail, which the employee must return within 48 hours.

If the employee chooses to be called that month HR will call the employee when an opening occurs. If the employee does not answer the call the HR representative will leave a voice mail, which the employee must return within 48 hours notifying HR if they will return on the date that the company sets.

If the employee does not want to return in that month they will be asked again the next month and the above steps will follow.

This procedure shall replace any procedure that has been used in the past and shall be the only procedure used for the duration of the current CBA.

Karen Cecil Da

HR Director, North America

Richard Haas

**USW Staff Representative**