

April 21, 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 schedule change in the Cast House group effective on or after May 22, 2016.

- Shift change – 12 hour Shift Schedule (2weeks days and nights) ABCD

I have attached a copy of the shift schedule for your convenience.

Please contact me if you would like to meet and discuss this schedule change.

Sincerely,

Joe West
Human Resources Manager