

November 30, 2015

Via Hand Delivery

Andy Meserve, President
United Steel, Paper and Forestry,
Rubber, Manufacturing, Energy,
Allied Industrial Service Workers Union,
AFL-CIO, Local Union 9423
Lewisport, Kentucky 42341

Travis Fentress, Vice President
United Steel, Paper and Forestry,
Rubber, Manufacturing, Energy,
Allied Industrial Service Workers Union,
AFL-CIO, Local Union 9423
Lewisport, Kentucky 42341

Richard Haas, USW International Staff Representative
c/o USW District 8 Office
85 C. Michael Davenport Boulevard, Suite B
Frankfort, Kentucky 40601

Subject: Extension of Conditional WARN Act Notice (Two-Potline
Operation)

Gentlemen:

Pursuant to the Worker Adjustment Retraining Notification Act of 1998 ("WARN"), on September 30, 2015, Century Aluminum of Kentucky, GP ("Century" or "Company") 1627 State Road Route 3543, Hawesville, Kentucky 42348 ("Smelter"), gave conditional notice of its intent to temporarily close its last two pot lines within a fourteen (14) day period beginning on November 30, 2015.

Based on our current assessment of the conditions detailed in the September 30th notice, Century will postpone the conditional closing of its two-potline operation until at least December 31, 2015. The Company therefore gives this extension notice of the postponed temporary closure to those employees who will be kept on during the extended trial operation, pursuant to WARN regulations 20 C.F.R. §§ 639.7 and 639.10(a). The same conditions as listed in the September 30th notice will continue to determine the viability of the two-potline operation going forward, with the conditional closure occurring on the very same terms within a fourteen (14) day period beginning on December 31, 2015. The same employees who would have been affected by the original conditional closing date will now be affected by the postponed closure.

We hope Century's two-potline operation will be successful, but Century is providing this extended conditional notice based on the best information available at this time. If circumstances change, we will provide additional information. We understand that these are uncertain times, and we regret the impact that any closure will have on our employees. Century will work tirelessly to maintain a profitable two-potline operation and to provide employees with needed assistance. For further information, contact Karen Cecil, HR Director North America, (270) 521 7389, 9404 State Route 2096, Robards, Kentucky 42452.

Very truly yours,

CENTURY ALUMINUM OF KENTUCKY, GP



By: Karen Cecil, HR Director North America