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12-9-15

December 9, 2015

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

Re: Shift Change

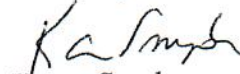
Dear Andy:

The Company is providing thirty (30) days notice that we will implement a shift change for the Rectifier Operators effective January 11, 2016. The new shift will be:

- 4 on 4 off rotating 12 hr shift

I have attached a copy of the new shift schedule.

Sincerely,



Karen Snyder

Senior Human Resources Generalist

