

April 26, 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 Rodding area effective on or after May 27, 2016.

- Shift change – AABB Days shift 6:00AM – 6:00PM

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

Sincerely,

Joe West  
Human Resources Manager