



Alcoa Inc.

State Route 66
P.O. Box 10
Newburgh, IN 47629

February 5, 2016

Jennifer Long
Rapid Response Dislocated Worker Program Director
Dislocated Worker Unit
Indiana Department of Workforce Development
10 N. Senate Ave., Ste. SE312
Indianapolis, IN 46204-12277



Dear Ms. Long:

Pursuant to the provisions of the Worker's Adjustment Retraining Notification ("WARN") Act, we regret to inform you that there will be a mass layoff of employees from Alcoa Warrick Operations Global Primary Products for an indefinite duration. The facility is located at State Route 66 Newburgh, IN 47629.

The layoff will begin on April 7, 2016 or within fourteen days thereof, and most employees will be laid off no later than April 7, 2016.

There eventually will be up to 600 employees affected by this mass layoff, and we anticipate that all classifications in the bargaining unit will be affected. United Steelworkers of America, Local 104, represents the bargaining unit employees at the facility and David Willett is the local Union President at 3966 Red Brush Rd (P.O. Box 247) Newburgh, IN 47630. Layoffs will be conducted in accordance with the agreement between Alcoa Warrick Operations and United Steel Workers Local Union 104 dated May 16, 2014. According to the agreement, there are not bumping rights.

Information concerning the number of affected employees by job title will be maintained at the facility. Please call Matt Ebbott, Manager of Human Resources at (812) 853-4567 or write to the address stated above.

Sincerely,

A handwritten signature in black ink, appearing to read 'Matt Ebbott'.

Matt Ebbott
Manager of Human Resources
Alcoa Warrick Operations
Global Primary Products