



November 10, 2005

To All ASARCO Employees:

As ASARCO, LLC management team, we celebrate with you the end of the labor strike! We're relieved that it's over! We welcome back those who have been on strike and express appreciation to those who kept the Company operating during the strike. We are all part of the Asarco family and essential to the Company's success.

The end of the strike signals a new day for us. Now is the time to move forward – and to not look back. We have a “do or die” challenge immediately facing us – to demonstrate to our creditors and the bankruptcy court that this Company can operate profitably as an ongoing entity if allowed to restructure its debt and legacy liability. If we do not meet this challenge, a successful restructuring will not occur. To succeed, we absolutely must pull together.

Company officers will be visiting all of the Company's locations within the next few weeks for the purpose of personally thanking you for your efforts and discussing your concerns. We will be contacting your plant and office managers to schedule these visits at a convenient time.

The power lies within each of us to effectuate change. Let's “Seize the Day!”

Douglas McAllister

Richard Rhoades

Manuel Ramos

Larry Castor

John Low

John Shaw

Tom Phillips

Mark Kalmi

Gary Miller

Tom Aldrich

Jose Balderrama

Genaro Guerrero

Oscar Gonzalez