



ArcelorMittal

May 14, 2020

Extra Energy, Inc.
640 Clover Dew Dairy Road
Princeton, WV 24739

RECEIVED

MAY 21 2020

May 13, 2020

Bunny L. Harper, Director
Dislocated Worker Services Unit
1900 Kanawha Blvd E
Bldg. 3, Room 312
Charleston, WV 25305

WorkForce West Virginia
TAA/NDWG Unit

Re: Mine Closing Notice Under Worker Adjustment and Retraining Notification Act (“WARN”)

Dear Director Harper:

This notice of a mine “closing,” as defined by the federal Worker Adjustment and Retraining Notification Act (“WARN”), is provided to you by Extra Energy, Inc. (“the Company”). Please be aware that WARN encourages employers to provide notice even when not required. As you know, many of the Company’s customers have unexpectedly closed their operations due to the COVID-19 pandemic, and their reopening is uncertain. This has had a direct impact on our business.

Due to additional and unforeseen deterioration in the market for coal since our announcement of temporary layoffs – including, but not limited to, re-evaluation of whether customers will re-open within six (6) months, current and projected demand for coal, and customer imposition of force majeure clauses in their contracts with us – the Company is now required to temporarily close the entire Southern Surface Mine at 6326 Skygusty Highway, Skygusty, West Virginia 24801.

This mine closing will occur on May 15, 2020. Affected employees will receive individualized notice of their termination dates. The total number of affected employees at the site is approximately 50. Affected employees are not represented by a union at the Southern Surface Mine, and there are no applicable “bumping” or displacement rights at the site.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given you more notice of this action, but we are providing you with as much notice as possible.

The affected job titles and the number of affected employees in each job title are listed in the enclosed Attachment A.

Should you require further information, please feel free to contact me at 304-223-7242.

Sincerely,

Debra L. Vaughan
Head of Human Resources
ArcelorMittal Princeton

Enclosure: Attachment A

ATTACHMENT A

As explained in the accompanying letter, the following job titles and the number of employees in each job title will be subject to the plant closing at Southern Surface Mine at 6326 Skygusty Highway, Skygusty, West Virginia 24801. Terminations will begin on May 15, 2020.

Job Title	Number of Employees
Foreman Mine	1
Maintenance Lubricants Surface	4
Maintenance Mechanic Surface A	1
Maintenance Mechanic Surface B	2
Maintenance Welder Surface	1
Operator Dozer	11
Operator Drill	4
Operator Excavator	1
Operator Grader	1
Operator Highwall Miner	1
Operator Loader Highwall Miner	3
Operator Loader Surface	8
Operator Truck	12

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