



THE HARRISON COUNTY COAL COMPANY

46226 NATIONAL ROAD
ST. CLAIRSVILLE, OHIO

August 21, 2020

PHONE: (740) 338-3100
FAX: (740) 338-3405
www.murrayenergycorp.com

Via Certified Mail and Electronic Delivery

Ms. Bunny L. Harper, Director
Dislocated Worker Services Unit
1900 Kanawha Blvd. E, Building 3 Room 312
Charleston, WV 25305
Bunny.l.harper@wv.gov

RECEIVED

AUG 27 2020

Re: WARN Act Notice

**WorkForce West Virginia
TA/NDWG Unit**

Dear Ms. Harper:

By letters dated April 2, 2020, May 28, 2020, June 26, 2020 and July 20, 2020, Murray Energy Holdings Co. and The Harrison County Coal Company (collectively, the "Company") informed you that, in connection with the Company's attempt to sell its assets, there may be a reduction in force at The Harrison County Coal Company located at 79 Camp Run Road, Mannington, West Virginia 26582 (the "Facility"). The Company is issuing this additional notice to inform you that the reduction in force at the Facility may again be postponed because of another extension of the bankruptcy court proceedings to confirm the anticipated sale of the Company's assets.

The Company submits this additional notice to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.*, and any similar state or local law (collectively, the "WARN Act"). If no obligation exists under the WARN Act, this additional notice is being provided voluntarily. Although the exact date of the sale has still not yet been determined, in the event that a purchaser does not offer employment to employees at the Facility, we anticipate affected employees will face a permanent termination of employment from the Company as early as September 1, 2020, or on such later date as to be determined (such date as to be determined, the "Termination Date"), with all separations expected to be accomplished within fourteen (14) days following the Termination Date. All potentially affected employees have been notified of their approximate Termination Date, and there will be no bumping rights with the Company for any such employees.

We have notified Cecil E. Roberts the chief elected official of the United Mine Workers of America, of this information at the following address:

Mr. Cecil E. Roberts, President
United Mine Workers of America
18354 Quantico Gateway Drive
Triangle, VA 22172

The number of affected employees is 448. A list of the job titles of positions that will be affected and the number of affected employees in each job position is maintained on site and readily available upon request. If you have questions regarding this matter, please contact Paul B. Piccolini, Vice President – Human Resources and Employee Relations at (740) 338-3100.

Sincerely,

THE HARRISON COUNTY COAL COMPANY

Scott L. Martin
General Manager