



April 3, 2020

West Virginia Dislocated Worker Unit  
Attn: Bunny Harper  
112 California Avenue  
Charleston, WV 25305

Re: Eastern Mine – Workforce Reduction

Dear Bunny Harper:

This letter serves as an update to our previous correspondence, dated February 4, 2020, regarding the reductions resulting from the idling of ICG Eastern, LLC's entire Eastern complex (located at Route 82 West in Cowen, West Virginia).

Certain of the workforce reductions referenced in our earlier correspondence occurred as scheduled, however, there are currently 3 employees remaining at the complex. Because certain work related to the idling of the complex will take longer than anticipated in the previous notice, there has been a change in the schedule of separating the remaining 3 employees. The attached list contains the updated schedule for this workforce reduction, the job titles of the affected positions, and the number of affected employees in each classification. No "bumping rights" exist at the mine, and all of these terminations are expected to be permanent. The affected employees are not represented by a union.

The affected employees will have the opportunity to apply for vacant positions at other Arch Coal companies; however, there is no guarantee that they will be selected for another position.

This notice is provided to you in order to comply with the requirements of the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq.

We regret this action; however, it is a necessary step that we are forced to take in response to a difficult business environment. If you have any questions concerning this matter or need additional information, you should contact Kerri McDaniel at (304) 457-1895.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Sykes", is written in a cursive style.

Chris Sykes  
Group President, Eastern Operations  
Arch Coal, Inc.

Enclosure

**Anticipated Schedule of Separations  
Resulting from Eastern Complex Reduction in Force**

The Company anticipates making a group of separations on June 3, 2020, or within the 14-day period beginning on that date. The job titles of the positions that will be affected as part of the June 3, 2020 separations and the number of affected employees in each job classification are as follows:

<b>Job Titles of Affected Positions</b>	<b>Number of Affected Employees in Each Job Classification</b>
Foreman	2
Plant Technician	1