



46226 NATIONAL ROAD
ST. CLAIRSVILLE, OHIO

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April 2, 2020

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

Re: WARN Act Notice

Dear Ms. Harper:

The Marion County Coal Company (the “Company”) is issuing this notice pursuant to 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”). Following its bankruptcy filing, the Company has been attempting to sell its assets. At this time, the Company does not know exactly when the sale will occur or exactly which employees of the Company will be offered employment. As such, this conditional notice is being provided in the event that the purchaser does not offer employment to all employees at The Marion County Coal Company located at 151 Johnny Cake Road, Metz, WV 26585 (the “Facility”).

The Company submits this notice to satisfy any obligation that may exist under the WARN Act. If no obligation exists, this notice is being provided voluntarily. All potentially affected employees have been notified of their potential separation date, which is expected to occur on or within fourteen days after June 2, 2020. In the event that a purchaser does not offer employment to employees at the Facility, such employees will face a permanent termination of employment from the Company and there will be no bumping rights with the Company for any such employees.

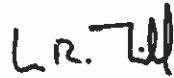
We have notified Cecil Roberts the chief elected official of the United Mine Workers of America of this information at the following address:

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

Attached is a list of the job titles of positions that will be affected and the number of affected employees in each job position. If you have questions regarding this matter, please contact Paul B. Piccolini, Vice President – Human Resource and Employee Relations at (740) 338-3100.

Sincerely,

THE MARION COUNTY COAL COMPANY

A handwritten signature in black ink, appearing to read "L.R. Terrill". The signature is stylized with a large, looped initial "L" and a distinct "T".

Lee R. Terrill
General Superintendent

Position	Number Affected
Asist Gen Maint Supervisor	1
Assistant Belt Maintenance Coordinator	2
Assistant CM Coordinator	1
Assistant General Plant Supervisor	1
Assistant LW Coordinator	1
Assistant Maintenance Supervisor	1
Assistant Mine Engineer	2
Assistant Mine Supervisor	2
Assistant Mine Supervisor Sr	1
Assistant Shift Supervisor	4
Assistant Superintendent	1
Asst Mine Foreman-Special Projects	1
Asst. LW Maint. Coordinator	1
Belt Attendant Sr	2
Belt Coordinator	1
Belt Greaser	1
Belt Maint Coordinator	1
Belt Maintenance Supervisor	1
Belt Maintenance Supervisor-Trainee	1
Belt Supervisor	2
Beltman (h)	1
Beltman	19
Bulldozer Operator PP (h)	5
Bunker Attendant (h)	3
CM Maint Coordinator-Fct	1
CM Maintenance Supervisor	3
CM Maintenance Supervisor -Fct	2
CM Production Supervisor	12
CM Production Supervisor-Fct	4
Compliance Shift Supervisor	1
Cont Miner Opr (h)	7
Continuous Miner Coordinator	2
Continuous Miner Coordinator-Fct	1
Coordinator Human Resources	1
Degasification Technician	3
Dispatcher (h)	3
Elect 1st Class (surf) (h)	1
Electrical Supervisor	4
Electrician (h)	4
Electrician (h) Sr	1
Electrician (pp) (h)	2
Fct Operator	1
Fireboss (h)	2

Fireboss (h) Sr	3
General Inside Dumper (h) Sr	3
General Inside Labor (h) Fct	2
General Inside Labor (h)	74
General Inside Labor (h) Sr	18
General Inside Labor Fireboss (h)	1
General Inside Labor Slope (h) Sr	6
General Maintenance Supervisor	2
General Mine Supervisor	2
Heavy Equip Opr (pp) (h)	11
Hoist Opr (surf) (h)	3
Inventory Manager	1
Lampman (h)	3
Lampman (h) Sr	1
Loading Mach Opr (h)	6
LW General Inside Labor (h)	9
LW Headgate Opr (h)	1
LW Machine Opr (h)	6
LW Maintenance Coordinator	1
LW Maintenance Supervisor	2
LW Mechanic (h)	4
LW Production Supervisor	3
LW Shield Opr (h)	9
Maintenance Planner	1
Maintenance Shift Supervisor	4
Maintenance Shift Supervisor Sr	1
Maintenance Supervisor	11
Maintenance Supervisor Sr	1
Maintenance Supervisor	1
Maintenance Trainee (6 Mo) (h)	7
Manager Of Longwall Maintenance	1
Manager Of Permitting - Mec	1
Mechanic (h) Fct	1
Mechanic (h)	15
Mechanic (h) Sr	2
Mechanic (pp) (h)	8
Mechanic (shop) (h)	2
Mechanic Motor Barn (h)	7
Mine Clerk	2
Mine Engineer	1
Mine Longwall Coordinator	1
Mmtp Maintenance Trainee	1
Motorman Rock Duster (h)	10
Motorman Rock Duster (h) Sr	4

Motorman Supplyman (h)	12
Motorman Supplyman (h) Sr	1
Operations Engineer Trainee	1
Outby Supervisor	8
Outby Supervisor Sr	3
Outby Supervisor	1
Plant Electrical Supervisor	1
Plant Supervisor	6
Prep Plant Cc Opr (h)	3
Prep Plant Utility Man (h)	3
Pump Examiner (h)	2
Pump Examiner (h) Sr	1
Purchasing Assistant	1
Roof Blt Op-Dbl Boom Fletcher	1
Roof Bolter Opr (h) Fct	1
Roof Bolter Opr (h)	36
Rr Car Loader Opr (pp) (h)	2
Safety Director	1
Safety Inspector	3
Senior Administrator Site Suppt. Is&t	1
Senior Electrical Supervisor	1
Shift Maint Diesel Supervisor	1
Shift Supervisor	4
Shuttle Car Opr (h)	11
Stationary Equip Opr (pp) (h)	1
Supervisor Human Resources	2
Survey Technician	2
Trackman (h)	11
Transit Operator	1
Ventilation Engineer	1
Warehouser	3
Yardman (surf) (h)	5