



**PANTHER CREEK
MINING, LLC**

May 11, 2020

West Virginia Dislocated Worker Unit
Attn: Martha Craig-Hinchman
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305
(via fax: 304-558-1195)

RECEIVED

MAY 12 2020

**WorkForce West Virginia
TAA/NDWG Unit**

Kanawha County Commission
Attn: Hon. Kent Carper, President
P.O. Box 3627
Charleston, WV 25336
(via email: info@kanawha.us)

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Madam and Sir:

Panther Creek Mining, LLC ("Panther Creek") provides the following information to you regarding a plant closing and/or mass layoff, as those terms are defined in the Worker Adjustment and Retraining Notification Act.

This is to advise you that, due to unforeseen business circumstances caused by the COVID-19 pandemic, including the unanticipated and dramatic market downturn and a sudden decline in customer orders, Panther Creek plans to idle its entire Samples Surface Mine and support/admin location at 100 Toms Fork Rd, Eskdale, WV 25075 (collectively called the "Operations"). As a result, Panther Creek plans to reduce the workforce at the Operations, on June 4, 2020 or within the 14-day period beginning on that date. This notice is being given as soon as practicable, but due the unforeseen business circumstances caused by the COVID-19 pandemic, additional notice was not feasible.

We expect that approximately 78 non-represented employees at the Operations will be terminated. We anticipate that all terminations relating to this workforce reduction will occur on June 4, 2020, or within the 14-day period beginning on that date.

The job titles of the affected employees, and the numbers within each job title, are detailed on the attached exhibit. No bumping rights will apply, and the terminations are expected to be permanent.

If you have further questions or need additional information, you may contact Jason Webb, Human Resources Manager, at 100 Toms Fork Rd, Eskdale, WV 25075 or by phone at 304-926-2427.

Sincerely,

A handwritten signature in black ink, appearing to read "Keith Runyon".

Keith Runyon
VP - Operations

West Virginia Dislocated Worker Unit
Attn: Martha Craig-Hinchman
Building 3, Suite 300
Charleston, WV 25305
7016 3560 0000 4648 1984

Job Titles and # of Employees Affected

Job Title	# of Employees
Blaster	1
Coal Loader	4
Dozer Operator	6
Drill Operator	2
Electrician	2
Electrician - HWM	3
Foreman - Maintenance	1
Foreman - Surface	4
Fueler/Greaser - Surface	4
General Manager	1
Grader Operator	2
HWM Equipment Operator	1
Lead Blaster	1
Loader Operator	1
Manager - Engineering	1
Manager - Human Resources	1
Manager - Warehouse	1
Mechanic	7
Parts Runner	3
Production Excavator	4
Production Loader	2
Rock Truck	13
Supervisor - HWM	1
Supervisor - Warehouse	1
Surveyor	1
Technician - Safety	1
Technician - Warehouse	3
Truck Driver	4
Water Truck	1
Welder	1
Grand Total	78

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