

Southeastern Land, LLC

131 Big Branch Road
Naugatuck, WV 25685

May 1, 2020

VIA OVERNIGHT DELIVERY

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305

VIA OVERNIGHT DELIVERY

Mingo County Commission
ATTN: Diann Hannah, President
78 East 2nd Avenue, Room 308
Williamson, WV 25661

RECEIVED

MAY 11 2020

**WorkForce West Virginia
TAA/NDWG Unit**

Re: Southeastern Land, LLC Plant Closing – WARN Act Notice

Dear Government Officials:

Today, May 1, 2020, Southeastern Land, LLC (the "Company") notified all of its employees of the plant closing which is scheduled to occur immediately, on May 1, 2020, at the following facilities (collectively, the "Facilities"):

1. The Twin Branch Surface Mine located at 100 Little Twin Branch Rd, Delbarton, WV 25670.
2. The Minway Surface Mine located at 100 Minway Rd, Lenore, WV 25676.
3. The Coalburg Deep Mine located at 182 Upper Sheppardtwn Rd, Delbarton, WV 25670.
4. The Alma Deep Mine located at 199 Millers Creek Rd, Williamson, WV 25661.
5. The Miller Creek Preparation Plant located at 131 Big Branch Rd, Naugatuck, WV 25685.

6. The Southeastern Land, LLC Main Office located at 131 Big Branch Rd Naugatuck, WV 25685.

These plant closings are due to unforeseen business circumstances related to unexpected immediate loss or cancellation of coal shipments by utilities the Company supplies, in part due to the impact Covid-19 related shutdowns and the adverse impact such shutdowns has had on demand

As a result of this reduction, it is currently anticipated that a total of 254 persons will be separated from employment. The enclosed chart lists the job titles and classifications of those affected employees. None of these employees are represented by a union. While the Company hopes that this reduction is only temporary, out of an abundance of caution this notice is being given because it is possible that the furlough could extend at least six (6) months or become permanent, and employees will have no bumping or recall rights.

Certain employees will be offered the opportunity to remain employed by the Company, but the exact number of employees who will be impacted has not yet been determined.

I will be acting as the Company's representative with respect to the closure so please contact me at (304) 235-7176 regarding rapid response services or for further information about the closing.

The Company pledges its sincerest efforts to provide its employees with needed assistance during this difficult time.

Very truly yours,

Ryan Wilson, Human Resources Director

Enclosure - List of Job Titles/Classifications and Number of Employees in Each

RECEIVED

1 1 2020

WORKERS COMPENSATION
INSURANCE UNIT

List of Job Titles/Classifications

Job Title/Classification	Location	Number of Employees Affected
Twin Branch Surface Mine	Mingo County, WV	74
Minway Surface Mine	Mingo County, WV	15
Coalburg Deep Mine	Mingo County, WV	29
Alma Deep Mine	Mingo County, WV	61
Miller Creek Preparation Plant	Mingo County, WV	49
Mining Support Services/Office	Mingo County, WV	15
	Total	254

RECEIVED

MAY 11 2020

**WorkForce West Virginia
TAA/NDWG Unit**