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**Carter Roag Coal Company**

A subsidiary of United Coal Company LLC

**RECEIVED**  
**MAY 15 2023**  
**ES DIVISION**

14272 Adolph Rd

Mill Creek, WV 26280

Phone:304-335-2145

Fax:304-335-2163

email: [info@unitedcoal.com](mailto:info@unitedcoal.com)

May 12, 2023

**Via Facsimile and Certified Return Receipt Mail**

Maureen Persons

Director

Dislocated Worker Services Unit

1900 Kanawha Blvd E

Bldg. 3, Room 312

Charleston, WV 25305

Phone: 304-558-8414

Fax: 304-558-7029

Maureen.M.Persons@wv.gov

Re: Announcement of Planned Action

Dear Director Persons:

I am writing on behalf of Carter Roag Coal Company to give you notice that Carter Roag Coal Company's Morgan Camp underground operation and Hartridge surface/HWM operation at 14272 Adolph Road, Mill Creek, WV 26280 will cease production on May 12, 2023. During the period that follows, efforts will be directed toward disassembly and removing the equipment from the mine sites. The Star Bridge Preparation Plant at 14272 Adolph Road, Mill Creek, WV 26280 will continue processing coal that is currently held in inventory and is expected to have all inventories eliminated by July 12, 2023. Ultimately, the entire facility (including the underground operations, surface operations, HWM operations, and preparation plant) will be closed, and all employees at the above-referenced operations will be impacted. This closure is expected to be permanent. The expected date of the first separation will be July 12, 2023.

All employees who will be affected during the next 75 days have been notified of their approximate separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on July 12, 2022, with these

separations accomplished by July 26, 2023. The total number of affected employees during this period is 239 employees.

Additional separations will occur as the above-referenced facility closes. At this time, Carter Roag Coal Company anticipates that a second round of layoffs associated with the closure will happen in or about July 26 – Dec 31st with approximately thirty twenty employees being laid off. Additional rounds of layoffs will also occur. The expectation is that all remaining employees will be laid of in 2024. In total, 271 employees will be affected by the closure.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions.

Information related to the job titles affected and the number of affected employees in each such job are available at Carter Roag Coal Company's address listed above.

If you have any questions or want additional information concerning this matter, please contact Brett Morris, HR Director, at 304-255-9030 Ext. 7523.

Sincerely,

Brett Morris  
HR Director

cc: Randolph County Commission  
4 Randolph Ave., Suite 102  
Elkins, WV 26241  
Attn: The Honorable Christopher See, Commission President  
Fax: (304) 630-1125  
(Via Fax and Certified Mail)

Upshur County Commission  
91 West Main St., Suite 101  
Buckhannon, WV 26201  
Attn: The Honorable Kristie G. Tenney, Commission President  
Fax: (304) 473-2802  
(Via Fax and Certified Mail)