



METINVEST®

Carter Roag Coal Company

A subsidiary of United Coal Company LLC

14272 Adolph Rd

Mill Creek, WV 26280

Phone:304-335-2145

Fax:304-335-2163

email: info@unitedcoal.com

June 19, 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

688

ES DIVISION
JUN 22 2023
RECEIVED

Re: Announcement of Planned Action

Dear Director Persons:

I am writing on behalf of Carter Roag Coal Company to give you an update to our May 12, 2023 notice that Carter Roag Coal Company's Morgan Camp underground operation and Hartridge surface/HWM operation at 14272 Adolph Road, Mill Creek, WV 26280 would cease production on May 12, 2023. During the period that follows, efforts will continue to 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. As we explained in the prior correspondence, the expected date of the first separation will be July 12, 2023.

All employees who are to be laid off during the initial period of July 12, 2023 to July 26, 2023 were previously 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 initial period of July 12, 2023 to July 26, 2023 was originally projected to be 239 employees.

Carter Roag Coal Company has now determined that some of the 239 employees will need to be retained beyond the July 12, 2023 to July 26, 2023 period to meet the operational needs of closing the facility. Accordingly, 86 of those employees were issued updated notices today that extended the date of their separation. These individuals will now be separated during the second round of layoffs.

Carter Roag Coal Company anticipates that a second round of layoffs associated with the closure will occur between August 19, 2023 and September 1, 2023. Approximately 86 employees will be laid off during this period.¹ 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.

Additional rounds of layoffs will also occur in the future. The expectation is that all remaining employees will be laid off 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)

¹ This includes a group of employees whose layoff dates have been extended beyond the initial layoff period of July 12, 2023 to July 26, 2023

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)