



August 11, 2026

Via Email and Certified Return Receipt Mail

Ms. Maureen Parsons
Director, Dislocated Worker Services Unit
Workforce West Virginia
1900 Kanawha Blvd. E
Building 3, Room 312
Charleston, West Virginia 25305

Re: WARN Notice for Eagle Horizon Resources, LLC

To Whom it May Concern:

Pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN Act"), Eagle Horizon Resources, LLC is issuing this notice to inform you that it will be conducting a layoff due to closure of its Eagle Horizon Mine located at 1295 Ashford Hill Road, Ashford, West Virginia 25009. This closure will result in the permanent loss of employment for seventy-three (71) employees.

All employees who will be affected have been notified of their separation date and that their separation from employment will be permanent (see enclosed notice that was provided to affected employees). Those employees are expected to be separated from employment as of October 11, 2026. The list of job titles and number of employees affected in each is enclosed as Exhibit A.

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. There is no union representing the affected employees.

Information related to the job titles affected and the number of affected employees in each such job will be maintained and made available for your review upon request. If you have any questions or want additional information concerning this matter, please contact Debra Vaughan, Vice President – Human Resources and Benefits at 502-501-3928 and/or debra.vaughan@eaglesummitresources.com.

Sincerely,

Debra L. Vaughan
Vice President Human Resources and Benefits

cc: Mr. Brett Kuhn, President
Boone County Commission
206 Court Street #300
Madison, West Virginia 25130

EXHIBIT A

HW Electrician	2
HW Loader	2
HW Miner Lead	2
HW Miner Operator Day	1
HW Miner Operator Eve	1
HW Padman	3
HW Padman Lead	1
Maintenance Coordinator WV	1
Payroll and HR Associate	1
PP Belt Press Opr	1
PP Electrician-Mechanic	1
PP Foreman	1
PP General Laborer	1
PP Loader Operator	2
PP Plant Operator	1
PP Truck	1
PP Utility	1
Regional Manager Human Resources	1
SF Coal Loader	1
SF Dozer Operator Day	5
SF Dozer Operator Eve	4
SF Environmental MEO	1
SF Excavator	2
SF Grader	2
SF Laborer	1
SF Loader	1
SF Loader Day	2
SF Loader Eve	2
SF Lube Tech	3
SF Lube Tech Lead	1
SF Mechanic	3
SF MEO	4
SF Mine Foreman	1
SF Supt Production	1
SF Truck	12
SF Utility	1
Grand Total	71