PANTHER CREEK MINING, LLC

100 Tom's Fork Rd.
Eskdale, WV 25075

October 7, 2026

West Virginia Dislocated Worker Unit
Attn: Maureen Persons
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305
(via certified mail and email at Maureen.M.Persons@wv.gov)

RECEIVED
OCT 7 2026
ES DIVISION

Kanawha County Commission
Attn: Ben Salango, President
P.O. Box 3627
Charleston, WV 25336
(via certified mail and email at info@kanawha.us)

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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 defined in the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN Act").

This is to advise you that Panther Creek plans to idle its entire Samples Complex, including the Samples Surface Mine and Toms Fork Preparation Plant and Loadout, (all of which are collectively called the "Operations" and are located at 100 Toms Fork Road, Eskdale, WV). As a result, Panther Creek plans to reduce the workforce at the Operations, on December 5, 2026 or within the 14-day period beginning on that date.

We expect that approximately 109 non-represented employees at the Operations will be terminated. We anticipate that all terminations relating to this workforce reduction will occur on December 5, 2026, 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 in the attached exhibit. Also included is a sample copy of the notice provided to the affected employees. No bumping rights will apply for these non-represented employees, and the terminations are expected to be permanent.

If you have further questions or need additional information, you may contact Colin Milam, VP – Human Resources via email at cmilam@blackhawkmining.com or by phone at 304-380-0309.

Sincerely,

Colin Milam
VP – Human Resources

West Virginia Dislocated Worker Unit – Certified Mail # - 7017 1450 0000 2414 1618
Kanawha County Commission – Certified Mail # - 7017 1450 0000 2414 1601

Job Titles and # of Employees Affected

Job Title	# of Employees
Blaster	2
Coal Loader	5
Dozer Oper	6
Drill Oper	6
Electrician - Master	1
Electrician - Plant	1
Electrician - Surface	2
Engineer - Mine	1
Foreman - Maintenance	1
Foreman - Plant	1
Foreman - Surface	4
Greaser - Surface	6
Loadout Oper	2
Maintenance Planner	1
Manager - Environmental	1
Manager - Safety	1
Manager - Sourcing	1
Mechanic - Surface	13
Mechanic - Surface Trainee	2
MEO - Surface	2
Parts Runner	2
Plant Tech	1
Prod Excavator	6
Prod Loader	4
Rock Truck	28
Shovel Oper	2
Sr Manager - Quality Control	1
Superintendent - Plant	1
Supervisor - Quality	1
Surveyor - Surface	1
Tech - Warehouse	2
General Manager	1
Grand Total	**109**