



April 27, 2020

Via Email & Certified Mail
(breeyn.handberg@jfs.ohio.gov)

Breeyn Handberg
Rapid Response Program Management
Office of Workforce Development
4020 East Fifth Avenue
Columbus, OH 43219

RE: Announcement of Planned Action

Dear Manager Handberg:

The American Energy Corporation (the “Company”) is issuing you this notice pursuant to the federal Worker Adjustment and Retraining Notification Act (the “WARN Act”). The Company submits this notice to satisfy any obligation that may exist under the WARN Act. If no obligation exists, this notice is being provided voluntarily.

As a result of the Coronavirus natural disaster, which has resulted in multiple unforeseeable circumstances, including the state of emergency declarations, business closures and stay at home directives issued by local governments to control its spread and the ensuing dramatic downturn in our business, including as a result of our principal customers suddenly and unexpectedly terminating major contracts, we are writing to give you notice that there will be a layoff at the Company’s mine located at 43521 Mayhugh Hill Road in Beallsville, Ohio on May 2, 2020 or within two (2) weeks thereafter. We are providing as much notice as is practicable, given the rapid pace at which this situation has developed, as this natural disaster and these circumstances were not previously reasonably foreseeable. We were unable to provide more notice of this action due to the applicability of the “unforeseeable business circumstances” and “natural disaster” exceptions. This layoff will be indefinite, and may be permanent.

All affected employees have been notified that their layoff from employment will be indefinite, and may be permanent. At the present time, we believe the layoff will occur on May 2, 2020, or within the two (2) weeks thereafter.

Below is a list of the job positions and number of individuals who will be affected by this layoff and were affected by the layoffs conducted on April 11 and April 15, 2020:

Job Title	Number Affected
Beltman	6
Electrician	8
Roofbolter	21
CM Utility	12
Examiner	5
LW Support	5
LW Helper	6
Miner Operator	5

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Motorman	10
Shearer Operator	3
Trackman	2
Hoistman	2
Mobile Equipment Operator	11
Mechanic	3
Surveyor	2
Warehouse Clerk	2
Project Engineer	1
Maintenance Supervisor	1
LW Maintenance Supervisor	1
CM Maintenance Coordinator	1
Asst Master Mechanic	1
Support Supervisor	2

There will not be bumping rights for affected employees.

If you have any questions or want additional information concerning this matter, please contact Paul Piccolini, Vice President of Human Resources and Employee Relations at (740) 338-3100.

Sincerely,

David Cutlip
General Superintendent

cc: **Via U.S. First-Class Mail to:**
 Mayor Jon Gramlich or Successor
 43057 Ohio Avenue
 P.O. Box E
 Beallsville, OH 43716