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Received July 22, 2020 at 8:50 am

July 20, 2020

Via Certified Mail and Electronic Delivery

Ms. Breeyn Handberg, Rapid Response Program Manager
Ohio Workforce Development
4020 E. 5th Ave.
Columbus, OH 43219
Breeyn.handberg@jfs.ohio.gov

Re: WARN Act Notice

Dear Ms. Handberg:

By letters dated April 2, 2020, May 28, 2020 and June 26, 2020, Murray Energy Holdings Co. and American Energy Corporation (collectively, the “Company”) informed you that, in connection with the Company’s attempt to sell its assets, there may be a reduction in force at American Energy Corporation located at 43521 Mayhugh Hill Road, Beallsville, Ohio 43716 (the “Facility”). The Company is issuing this additional notice to inform you that the reduction in force at the Facility may again be postponed because of another extension of the bankruptcy court proceedings to confirm the anticipated sale of the Company’s assets.

The Company submits this additional notice to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and any similar state or local law (collectively, the “WARN Act”). If no obligation exists under the WARN Act, this additional notice is being provided voluntarily. Although the exact date of the sale has still not yet been determined, in the event that a purchaser does not offer employment to employees at the Facility, we anticipate affected employees will face a permanent termination of employment from the Company as early as August 10, 2020, or on such later date as to be determined (such date as to be determined, the “Termination Date”), with all separations expected to be accomplished within fourteen (14) days following the Termination Date. All potentially affected employees have been notified of their approximate Termination Date, and there will be no bumping rights with the Company for any such employees.

The number of affected employees is 205. A list of the job titles of positions that will be affected and the number of affected employees in each job position is maintained on site and readily available upon request. If you have questions regarding this matter, please contact Paul B. Piccolini, Vice President – Human Resources and Employee Relations at (740) 338-3100.

Sincerely,

AMERICAN ENERGY CORPORATION

David G. Cutlip
General Superintendent