



46226 NATIONAL ROAD  
ST. CLAIRSVILLE, OHIO 43950

PHONE: (740) 338-3100  
FAX: (740) 338-3405  
www.murrayenergycorp.com

August 21, 2020

**VIA Certified Mail and Electronic Delivery**

Ms. Breeyn Handberg, Rapid Response Program Manager  
Ohio Workforce Development  
4020 E. 5<sup>th</sup> Ave.  
Columbus, OH 43219  
[Breeyn.handberg@jfs.ohio.gov](mailto:Breeyn.handberg@jfs.ohio.gov)

**Re: *WARN Act Notice***

Dear Ms. Handberg:

By letters dated April 2, 2020, May 28, 2020, June 26, 2020 and July 20, 2020, Murray Energy Holdings Co. and Murray American Energy, Inc. (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 Murray American Energy, Inc. located at 46226 National Road, St. Clairsville, Ohio 43950 (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 September 1, 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 22. 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,

MURRAY AMERICAN ENERGY, INC.

Paul B. Piccolini  
Vice President - Human Resources and Employee  
Relations

Received August 24, 2020 at 8:30 am