



July 22, 2020

To Whom It May Concern:

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Sirs and Madam:

NOTICE PURSUANT TO THE
WORKER ADJUSTMENT RETRAINING NOTIFICATION ACT TO
ALL HOURLY AND SALARIED EMPLOYEES AT
HOPEDALE MINING LLC

RHINO ENERGY LLC (“Rhino”) provides the following information to you regarding a mine closing and/or mass layoff, as those terms are defined in the Worker Adjustment and Retraining Notification Act.

Rhino’s Chapter 11 bankruptcy includes Hopedale Mining LLC (Hopedale). We plan to sell the company’s operating assets in the bankruptcy proceedings within approximately 60 days. All Hopedale Mining LLC (Hopedale) employees will at that time be technically separated from Rhino. We expect the terminations to be permanent, as it relates to Rhino, and there will not be bumping rights.

Although we hope the buyer will hire Rhino employees, it remains to be seen whether and how many Rhino employees a buyer will hire. Whether a buyer is secured or not, we expect that many separations will occur, such that, pursuant to federal law, we are taking the step of advising all employees of an expected employment loss. We expect many separations to begin on or about September 20, 2020, with other separations to take place in the 14 days thereafter.

The official to be contacted for further information is Christopher L. Clarke, who may be reached at 424 Lewis Hargett Circle, Suite 250, Lexington, KY 40503 or by phone at 859-389-6500. If you have any benefits questions, please contact Christopher L. Clarke at the number noted above.

Sincerely,

Richard A. Boone
President & CEO

2020 JUL 29 AM 10:14

Hopedale Mining LLC

Job Titles and Number of Employees Affected in OH

| | |
|---------------------------------|----|
| ADMINISTRATION MANAGER | 1 |
| ASSISTANT GENERAL MINE FOREMAN | 1 |
| BOLTER OPERATOR | 7 |
| CHAINMAN-POWER/BELT | 1 |
| CLERK | 1 |
| CREW LEADER - SURFACE/PLANT | 1 |
| CREW LEADER - UNDERGROUND | 12 |
| ELECTRICIAN | 1 |
| ENGINEERING TECH | 1 |
| ENVIRONMENTAL CREW LEADER | 1 |
| ERP | 2 |
| FIREBOSS | 5 |
| GENERAL MINE SUPERVISOR | 1 |
| GENERAL MINE SUPERVISOR - MAINT | 1 |
| LABORER | 3 |
| LOADER OPERATOR | 2 |
| MAINT SUPERINTENDENT | 1 |
| MECHANIC | 4 |
| MECHANIC - C | 5 |
| MECHANIC (PLANT) | 1 |
| MECHANIC TRAINEE | 1 |
| MINER OPERATOR | 8 |
| OFFICE MANAGER | 1 |
| PARTS MANAGER | 1 |
| PLANT OPERATOR | 2 |
| POWER/BELT | 5 |
| PREP PLANT - UTILITY | 1 |
| PREP PLANT SUPT | 1 |
| PUMPER - C | 1 |
| REFUSE TRUCK OPERATOR | 1 |
| SAFETY ASSISTANT | 1 |
| SAFETY LEADER | 1 |
| SECTION OUTBY | 1 |
| SHIFT LEADER | 4 |
| SHOP MECHANIC | 2 |
| SHUTTLE CAR | 12 |
| SR. MINING ENGINEER | 1 |
| SUMMER REHIRE | 4 |
| SUPPLYMAN - SUPPLY | 1 |
| SUPPLYMAN - SURFACE | 2 |
| SUPPLYMAN - UG | 2 |
| SURFACE EQUIPMENT OPERATOR | 1 |
| SURVEYOR | 1 |

| | |
|--------------------|---|
| UTILITY | 2 |
| UTILITY - C | 3 |
| VP OHIO OPERATIONS | 1 |

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