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July 20, 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 and June 26, 2020, Murray Energy Holdings Co. and The Ohio Valley Coal Company (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 The Ohio Valley Coal Company located at 56854 Pleasant Ridge Road, Alledonia, Ohio 43902 (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 63. 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,

THE OHIO VALLEY COAL COMPANY

Paul B. Piccolini

Vice President – Human Resources and Employee Relations

Received July 22, 2020 at 8:50 am