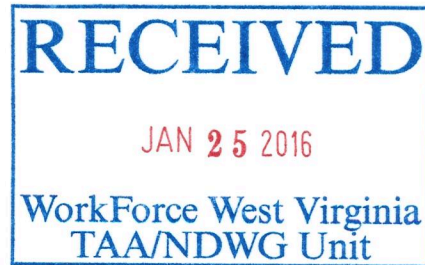




Alpha Natural Resources

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January 25, 2015

West Virginia Dislocated Worker Unit
Attn: Martha Craig-Hinchman
112 California Avenue
Charleston, WV 25305
(via hand delivery)

Boone County Commission
Hon. Eddie Hendricks, President
206 Court Street #300
Madison, WV 25130
(via fax: 304-369-7306)

Hon. Manuel P. Arvon, Mayor
Town of Sylvester
328 Coal River Drive
Sylvester, WV 25193
(via fax: 304-854-2919)

Hon. Fred Harless, Jr., Mayor
Town of Whitesville
P.O. Box 475
Whitesville, WV 25209
(via fax: 304-854-0579)

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Lady and Gentlemen:

Elk Run Coal Company, Inc. ("Elk Run") and Maxxim Shared Services, LLC ("Maxxim") provide the following information to you regarding a plant closing and/or mass layoff, as those terms are defined in the Worker Adjustment and Retraining Notification Act.

We regret to inform you that, due to current adverse market conditions, Elk Run plans to reduce its workforce because it will idle the following three entire mines and entire processing facility: Roundbottom Powellton Deep Mine, which is located at 5381 Seng Creek Road, Whitesville, WV 25209 and 796 Hilliard Street, Sylvester, WV 25193; Hunter Peerless Mine, which is located at 7805 Seng Creek Road, Whitesville, WV 25209; Seng Creek Powellton, which is located at 5418 Seng Creek Road, Whitesville, WV 25209; and Chess Processing, which is located at 31754 Coal River Road, Sylvester, WV 25193 (Roundbottom Powellton Deep Mine, Hunter Peerless Mine, Seng Creek Powellton, and Chess Processing are collectively referred to in this notice as the "Operations"). As a result, Maxxim also plans to reduce its workforce at all of the aforementioned Operations. Elk Run and Maxxim anticipate that all of the aforementioned workforce reductions will occur on March 25, 2016, or within the two-week period after that date.

We have provided WARN Act notices to the 363 Elk Run employees and 15 Maxxim employees who could be potentially terminated during this workforce reduction. The job titles of the affected employees, and the numbers within each job title, are detailed on the attached exhibit. No bumping rights will apply, and the terminations are expected to be permanent. The affected employees are not represented by a union.

The official to be contacted for further information is Ms. Jennifer Chandler, Director of Human Resources, who may be reached at P. O. Box P.O. Box 457, Whitesville, WV 25209 or by phone at 304-854-1852. If you have any questions, please contact Ms. Chandler.

Sincerely,
ELK RUN COAL COMPANY, INC.

Steven R. Poe
President

MAXXIM SHARED SERVICES, LLC

Jeffery A. Ellis
Vice President-Operations

P. O. Box 457
Whitesville, WV 25209

**Elk Run Coal Company, Inc.
Roundbottom Powellton Deep Mine**

<u>Job Titles</u>	<u>Headcount</u>
Crew Leader	1
Electrician	14
Electrician - Outby	3
Foreman - General Mine Foreman	6
Foreman - Move	1
Foreman - Outby	5
Foreman - Section	5
Maintenance - Chief	2
Maintenance - Foreman	1
Mechanic - Welder	4
Mine Clerk	3
Mine Examiner - Fireboss	22
Miner Operator	5
Move Crew	3
Roof Bolter	13
Scoop Operator	3
Shuttle Car	9
Superintendent	2
Supplyman	4
Utilityman	12
Utilityman - Surface	6
Vulcanizer	1

**Elk Run Coal Company, Inc.
Hunter Peerless Mine**

<u>Job Titles</u>	<u>Headcount</u>
Electrician	15
Foreman - General Mine Foreman	1
Foreman - Move	2
Foreman - Outby	2
Foreman - Section	8
Maintenance - Chief	1
Maintenance - Foreman	3
Mechanic - Welder	2
Mine Clerk	1
Mine Examiner - Fireboss	7
Miner Operator	8
Mobile Equipment Operator	2

Move Crew	7
Roof Bolter	16
Scoop Operator	4
Shuttle Car	15
Superintendent	1
Supplyman	4
Utilityman	2
Utilityman - Surface	1

**Elk Run Coal Company, Inc.
Seng Creek Powellton**

<u>Job Titles</u>	<u>Headcount</u>
Electrician	9
Foreman - General Mine Foreman	2
Foreman - Move	1
Foreman - Section	5
Maintenance - Chief	1
Maintenance - Foreman	3
Mechanic - Welder	2
Mine Clerk	2
Mine Examiner - Fireboss	8
Miner Operator	5
Move Crew	6
Roof Bolter	9
Scoop Operator	5
Shuttle Car	10
Superintendent	1
Supplyman	3
Utilityman	6
Utilityman - Surface	2

**Elk Run Coal Company, Inc.
Chess Processing**

<u>Job Titles</u>	<u>Headcount</u>
Control Room Operator	2
Electrician	11
Floor Operator	4
Greaser	7
Loadout Operator	2
Maintenance - Foreman	2
Mechanic	5

Mechanic - Diesel	2
Mobile Equipment Operator	13
Plant Foreman	4
Shop Manager	1
Superintendent	1
Welder	2

Maxxim Shared Services, LLC

<u>Job Titles</u>	<u>Headcount</u>
Environmental Compliance Manager	1
Lab Manager	1
Lab Technician	4
Maintenance - Chief	1
Maintenance - Clerk	1
Maintenance - Planner	1
Maintenance - Planner II	1
Maintenance - Superintendent	1
Safety Representative	1
Safety Representative - Senior	3