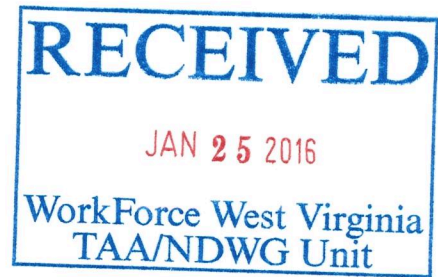




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January 25, 2016

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

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

Raleigh County Commission
Attn: David Tolliver, President
P.O. Box 2518
Beckley, WV 25801
(via fax: 304-255-9166)

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

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Lady and Gentlemen:

Marfork Coal Company, Inc. ("Marfork") 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, Marfork plans to reduce its workforce because it will idle the following five entire mines and entire processing facility: Brushy Eagle, which is located at 9702 Coal River Road, Naoma, WV 25140; Slip Ridge Cedar Grove Mine, which is located at 1765 Horse Creek Road, Coal River, Naoma 25140 and 370 Packsville Marfork Road, Whitesville, WV 25209; Horse Creek Eagle, which is located at 1799 Horse Creek Road, Naoma, WV 25140; Allen Powellton, which is located at 1765 Horse Creek Road, Coal River, Naoma, WV 25140; Coon Cedar Grove Mine, which is located at 370 Packsville Marfork Road, Whitesville, WV 25209; and Marfork Processing, which is located at 370 Packsville Marfork Road, Whitesville, WV 25209 (Brushy Eagle, Slip Ridge Cedar Grove Mine, Horse Creek Eagle, Allen Powellton, Coon Cedar Grove Mine, and Marfork 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. Marfork 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 468 Marfork employees and 40 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,
MARFORK COAL COMPANY, INC.

Philip D. Ellis
President

MAXXIMSHARED SERVICES, LLC

Jeffery A. Ellis
Vice President-Operations

P.O. Box 457
Whitesville, WV 25209

Marfork Coal Company, Inc.
Brushy Eagle

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

Marfork Coal Company, Inc.
Slip Ridge Cedar Grove Mine

<u>Job Titles</u>	<u>Headcount</u>
Crew Leader	1
Electrician	14
Foreman - General Mine Foreman	2
Foreman - Move	2
Foreman - Outby	2
Foreman - Section	7
Maintenance - Chief	3
Maintenance - Foreman	1
Mechanic - Welder	4
Mine Examiner - Fireboss	24
Miner Operator	5
Move Crew	4
Roof Bolter	12
Scoop Operator	3
Shuttle Car	12
Superintendent	2
Supplyman	9
Utilityman	9
Utilityman - Surface	5

Marfork Coal Company, Inc.
Horse Creek Eagle

<u>Job Titles</u>	<u>Headcount</u>
Crew Leader	1
Dozer Operator	3
Electrician	13
Foreman - General Mine Foreman	2
Foreman - General Supervisor	1
Foreman - Move	2
Foreman - Outby	1
Foreman - Section	9
Maintenance - Chief	2
Maintenance - Foreman	2
Mechanic - Welder	2
Mine Examiner - Fireboss	10
Miner Operator	10
Move Crew	6
Roof Bolter	21
Scoop Operator	4
Shuttle Car	16
Superintendent	1
Supplyman	6
Utilityman	7
Utilityman - Surface	5

Marfork Coal Company, Inc.
Allen Powellton

<u>Job Titles</u>	<u>Headcount</u>
Electrician	8
Foreman - General Mine Foreman	1
Foreman - Move	1
Foreman - Section	4
Maintenance - Chief	1
Maintenance - Foreman	1
Mechanic - Welder	1
Mine Examiner - Fireboss	7
Miner Operator	5
Move Crew	3
Roof Bolter	10
Scoop Operator	2
Shuttle Car	8
Superintendent	1
Supplyman	5
Utilityman	4
Utilityman - Surface	5

**Marfork Coal Company, Inc.
Coon Cedar Grove Mine**

<u>Job Titles</u>	<u>Headcount</u>
Electrician	4
Foreman - General Mine Foreman	1
Maintenance - Chief	1
Mechanic - Welder	2
Mine Examiner - Fireboss	4
Superintendent	1
Supplyman	2
Utilityman	3
Utilityman - Surface	4

**Marfork Coal Company, Inc.
Marfork Processing**

<u>Job Titles</u>	<u>Headcount</u>
Control Room Operator	1
Electrician	8
Floor Operator	3
Greaser	2
Lab Analyst	3
Lab Manager	1
Loadout Operator	2
Maintenance - Chief	1
Mechanic	4
Mechanic - Diesel	2
Mobile Equipment Operator	7
Plant Foreman	5
Superintendent	1

Maxxim Shared Services, LLC

<u>Job Titles</u>	<u>Headcount</u>
Crew Leader/Master Equip Operator	9
Rodman	2
Surveyor	4
Equip Operator	10
Foreman - Environmental	1
Maintenance - Planner	1
Maintenance - Preventative	1
Mechanic	2
Mechanic - Diesel	2
Mine Clerk	1
Safety Representative	1
Safety Representative - Senior	4
Safety Supervisor	2