



September 3, 2019

To Whom It May Concern:

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Sirs and Madam:

PENNYRILE ENERGY LLC ("Pennyrile") 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.

We regret to inform you that Pennyrile will cease operations as a result of a transaction completed with Alliance Resource Partners, LP, which includes the sale of the Pennyrile Underground Mine and associated preparation and loading facilities located at 7386 KY State Route 593, Calhoun, KY 42327. Pennyrile has issued the WARN notice on September 3, 2019 and will maintain the workforce at the operations until November 1, 2019, or for a period of 60 days.

We expect that approximately 169 Pennyrile employees will be terminated. We anticipate that all terminations relating to this workforce reduction will occur on or about November 1, 2019. All of the terminations are expected to be permanent.

The job titles of the affected employees, and the numbers within each job title, are detailed on the attached exhibit. The affected employees are not represented by a union.

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, you may also contact Stephanie Spears at 606-432-3900.

Sincerely,

Richard A. Boone
President & CEO

Cc: Christopher L. Clarke, Human Resources

Pennyrile Energy LLC

Job Titles and # of Employees Affected In KY

Admin Asst.	1
Asst. GM	1
Belt mechanic	2
Car operator	20
Controller	1
Crew Leader	14
Dispatcher	2
Dust Compliance	1
Electrician	1
Electrician Supervisor	1
Examiner	3
Fire Boss examiner	1
Foreman	2
General Manager	1
Janitor	1
Loadout operator	1
Maint Foreman	2
Maint Superintendent	1
Mechanic	23
Mine Clerk/Dispatcher	2
Miner operator	7
Plant Supt.	1
Purchasing Clerk	1
Roof botler operator	23
Safety & Compliance	1
Safety Tech	1
Scoop operator	6
Surface Crew Leader	4
Surface electrician	1
Surface Equip Operator	19
Surveyor	2
Tracking	1

UG Production Supt.	1
Utility/UG	19
Warehouse Clerk	1
	169