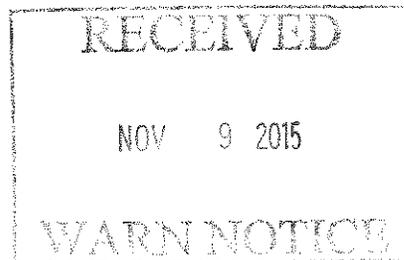


GIBSON COUNTY COAL, LLC

November 6, 2015

**VIA FACSIMILE AT (317) 234-0942 AND
CERTIFIED U.S. MAIL, RETURN RECEIPT REQUESTED**



Ms. Jennifer Long
Rapid Response Dislocated Worker Program Director
Dislocated Worker Unit
Indiana Department of Workforce Development
10 N. Senate Ave., Ste. SE312
Indianapolis, IN 46204-2277

Re: WARN Notice

Dear Ms. Long:

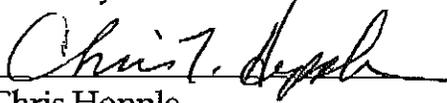
This notice is being provided pursuant to the federal Worker Adjustment and Retraining Notification Act.

Gibson County Coal, LLC ("GCC") will be idling production at the Gibson Mine (i.e., Gibson North) located at RR #3, Princeton, Indiana 47670-0000. The separations of employment will occur on January 6, 2016. It is anticipated that approximately one hundred and twenty (120) employees will be laid off, on January 6, 2016, as a result of the idling of production. A list of job titles of affected persons and the number of employees in each job classification is enclosed.

Affected employees do not have bumping rights, and the employment losses are expected to be permanent. The affected employees are not represented by a union.

Should you have any questions, please contact Heath Lovell, Vice President of Operations, Gibson County Coal, LLC at 270-389-6700.

Sincerely,


Chris Hopple
General Manager
Gibson County Coal, LLC

Enclosure

GIBSON COUNTY COAL, LLC

November 6, 2015

Re: WARN Notice

<u>Job Title</u>	<u>Number of employees</u>
MILL OPER, PREP PLANT, OR BREA	9
OFFICE	9
SURFACE SHOPS, YARDS, ETC.	4
UNDERGROUND	108

