



April 15, 2020

**VIA CERTIFIED U.S. MAIL, RETURN RECEIPT REQUESTED
AND ELECTRONIC MAIL**

Indiana Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277
Electronic Mail: warn-notice@dwd.in.gov

Re: Permanent Layoff Due to Unforeseen Business Circumstances

Dear Sir or Madam:

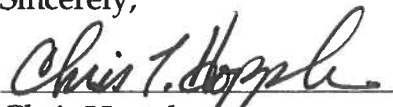
Unfortunately, as a result of unforeseen business circumstances, including the impact of the COVID-19 Pandemic on coal demand, Gibson County Coal, LLC ("GCC") is terminating the employment of approximately one hundred seventeen (117) employees from the GCC Complex located at or around 3455 S. 700 W., Owensville, IN 47665 and RR #3, Princeton, Indiana 47670-0000. The separations of employment will occur on April 26, 2020. A list of job titles of affected persons and the number of employees in each job classification is enclosed.

To the extent that the actions described herein constitute a covered action for purposes of the federal Worker Adjustment and Retraining Notification ("WARN") Act, this notice is providing as much notice as practicable under WARN.

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 me at 812-706-6601.

Sincerely,


Chris Hopple
General Manager
Gibson County Coal, LLC

Enclosure

Gibson County Coal, LLC
April 15, 2020

RE: Layoff Due to Unforeseen Business Circumstances

Job Titles and Affected Persons and
The Number of Employees in Each Classification

Number of Affected
Employees

Job Classification

5

Office

4

Surface Shops, Yards

8

Prep Plant

100

Underground