



RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES

2012 OCT 31 A 11:40

OFFICE OF
WORKFORCE DEVELOPMENT

October 29, 2012

(VIA CERTIFIED MAIL)
Rapid Response Unit
c/o Jean Ann Carlson
Office of Workforce Development
Ohio Department of Job & Family Service
Worker Adjustment and Retraining Notification Act
P.O. Box 1618
Columbus, OH 43216-1618

Re: WARN Act Notice

Dear Government Official:

Sands Hill Mining LLC ("Sands Hill" or the "Company") provides 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. This is to advise you of the following:

Due to current adverse market conditions, Sands Hill Mining LLC (the "Company" or "Sands Hill") plans to reduce production and to reduce its workforce at the Big Valley/Rockcamp Surface Mine and Clinton Stone, all of which are located at 1803 Charles Bierhup Road, Wellston, OH 45692; the Big Rock Surface Mine, the Sands Hill Mining office, the preparation plant, and Rhino Trucking, all of which are located at 38701 SR 160, Hamden, OH 45634; and at the Kanauga Dock, which is located at 946 State Route 7 North, Gallipolis, OH 45631. All permanent terminations relating to this reduction will occur on December 31, 2012, or within the 14-day period beginning on that date.

The Company expects that approximately 115 of its employees will be terminated as part of this workforce reduction. The Company anticipates that all terminations relating to this workforce reduction will occur on December 31, 2012, or within the 14-day period beginning on that date.

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.

For further information, the company officials you may contact are Fred Zirkle at 740-384-4211 ext. 242, or Jill Kemp at 740-384-4211 ext. 226.

Sincerely,

Bruce Hann
Vice President

Sands Hill Mining LLC
Phone (740) 384-4211 • Fax (740) 384-3923
P.O. Box 650 • 38701 SR 160 • Hamden, OH 45634

Sands Hill Mining LLC
Job Titles and Numbers of Affected Employees

Job Titles	Number of Affected Employees
Shovel Operators	6
Utility I	7
Dozer Operator	10
Pit Loader I	4
Loader II	1
Blaster I	2
Blaster II	2
River Dock I	2
Drill I	3
Prep Plant I	7
Utility II	13
Pit Truck I	3
Rock Truck	9
Laborers	1
Mechanics	11
Supply	4
Miscellaneous	2
Weigh master	1
Lube	4
Road Trucks	5
Foreman	7
Office-Receptionist	1
Office-Accounts Payable/Payroll	1
Office-Accounts Receivable	1
Operations Manager	1
Prep Plant Superintendent	1
Maintenance Superintendent	1
Permit Coordinator	1
Engineer	1
Administration Manager	1
Blasting Coordinator	1
Human Resource Manager	1