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July 2, 2014

Indiana Department of Workforce Development  
State of Indiana Dislocated Worker Unit  
Attention: Manager, Workforce Transition Unit  
10 North Senate Avenue, Room 304  
Indianapolis, Indiana 46204

To Whom It May Concern:

Yesterday, July 1, 2014, Black Panther Mining, LLC (Black Panther) received notice that Vectren Corporation has signed an agreement to sell its wholly owned coal mining subsidiary Vectren Fuels, Inc. (Fuels) to Sunrise Coal, LLC (Sunrise), a subsidiary of Hallador Energy Company. Fuels indirectly owns the companies that own the Oaktown mines, which are located at 12661 N. Agricare Rd., Oaktown, Indiana 47561. Fuels is also the indirect owner of the company that owns the Prosperity mine near Petersburg, Indiana, which will also be acquired by Sunrise.

After the sale, Black Panther's contract to operate the Oaktown mines will come to an end. We expect the sale to occur sometime between September 1 and September 14, 2014. Black Panther will continue to be the employer of the individuals that work at the Oaktown mines until this time, at which point their employment with Black Panther will permanently end, contingent on the sale actually happening. However, Sunrise will soon start its hiring process to make sure they have employed mine staff who can conduct the necessary operations at the Oaktown and Prosperity mines on and after the sale. Our view is that the existing mine employees are well situated to step into the roles needed by Sunrise.

Sunrise senior management has indicated they intend to begin the process of interviewing and hiring miners and support staff in the coming days, and it is expected that Sunrise will evaluate all contract miners for employment. We fully expect Sunrise will be looking to existing Oaktown employees to fill many of these positions. To ensure a good process is in place, Sunrise will be holding job fairs outlining employment details on health screenings, compensation and benefits. As of now, we understand the job fairs will be held in Vincennes, Indiana to ensure employees can readily participate. In fact, Sunrise senior management has asked for our assistance in making sure employees are aware of these job fairs and have the opportunity to participate in them. We have provided Sunrise with their contact information, and they will be sending information regarding these job fairs to our employees currently working at the Oaktown mines later this month. I also expect Sunrise's hiring process will be done by the time of the sale, so for those who become Sunrise employees, there should be little or no gap in their employment.

For questions regarding this matter, you may contact Ms. Karan Thacker at 812-745-2920.

Sincerely,

Donnie Blankenberger  
Black Panther Mining, LLC

This letter will constitute notice under the Worker Adjustment and Retraining Notification Act, P.L. 100-379, 102 Stat. 890, 29 U.S.C. § 2101 et seq, to the 493 current employees of Black Panther Mining, LLC of the termination of Black Panther Mining, LLC's contract to operate the Oaktown mines and the anticipated end of their employment with Black Panther Mining, LLC, contingent on the closing of the sale of Vectren Fuels. Other information listed at 29 C.F.R. § 639.7(e) will be maintained on site and will be made readily accessible to you upon request. There are no automatic bumping rights for positions at the Oaktown mines.

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