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February 12, 2020

Dear Fellow Employee,

As you likely know, in connection with its ongoing efforts to strengthen its financial position, on October 29, 2019, Murray Energy Corporation (“Murray Energy”) filed for bankruptcy protection under Chapter 11 of the Bankruptcy Code. For a number of reasons, including the nature of their respective businesses and debt structures, Murray Metallurgical Coal Holdings, LLC, the parent company of Murray Oak Grove Coal, LLC, Murray Maple Eagle Coal, LLC, Murray Alabama Minerals, LLC, and other non-operating subsidiaries (collectively, “Murray Metallurgical”), was not included in the Murray Energy bankruptcy filing.

Today, Murray Met moved forward to implement its Restructuring Support Agreement through a filing under Chapter 11 of the Bankruptcy Code. As noted, this Restructuring Support Agreement is supported by a majority of Murray Metallurgical’s senior lenders, who have agreed to provide the Company with approximately \$47 million in financing, that will provide the Company with cash to operate the business without disruption.

We understand this announcement may cause some unease, and it is our objective to keep you well-informed throughout this process. You can find updates and additional information at <https://cases.primeclerk.com/MurrayMET>, a website run by our claims and notice agent, Prime Clerk, which includes court documents and other information. Additionally, we have established a toll-free hotline at 877-427-7610 to address specific questions and concerns.

We are confident that this process will result in a stronger Company that will continue to be a leader in the coal industry for years to come. Thank you again for your continued loyalty and support.

Sincerely,

Murray Metallurgical Coal Holdings, LLC

A handwritten signature in blue ink, appearing to read "R. Moore", is positioned above the name of the Vice President.

Robert D. Moore  
Vice President