

Average Hours Worked Calculation  
UMWA 1974 Plan

	Contributory Hours <sup>(1)</sup>	Avg. of Last 3 Consec. Yrs.	Ten Year Lookback - High of 3 Consec. Yr. Avg.	Base Case - Current FIP (alt schedule)			Sensitivity #1 - Current FIP (default schedule)			Sensitivity #2 -								
				Base Hourly Rate	Sur-charge	Total Hourly Rate	Annual Payment under installment method <sup>(2)</sup>	Base Hourly Rate	Sur-charge	Total Hourly Rate	Annual Payment under installment method <sup>(2)</sup>	Base Hourly Rate	Sur-charge	Total Hourly Rate	Annual Payment under installment method <sup>(2)</sup>			
6/30/2003																		
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6/30/2016																		
6/30/2017																		
6/30/2018																		
6/30/2019																		
6/30/2020																		

<sup>(1)</sup> For a 2019 mine shutdown, longwall production and underground equipment recovery is assumed complete at end of year CY 2019.

<sup>(2)</sup> The hourly base rate begins January 1 of each year and the annual annuity payment is based on the rate in effect for the calendar year. For each scenario withdrawal is expected to occur in December.