



MEMORANDUM

TO: All Deep Mine Superintendents
FROM: Don Blankenship
DATE: October 19, 2005
SUBJECT: RUNNING COAL

If any of you have been asked by your group presidents, your supervisors, engineers or anyone else to do anything other than run coal (i.e. - build overcasts, do construction jobs, or whatever), you need to ignore them and run coal. This memo is necessary only because we seem not to understand that the coal pays the bills.

DLB:sld

cc: Chris Adkins
Drexel Short

(dictated, not edited)

ARACOMA008441

D-533

MF



MEMORANDUM

TO: All Deep Mine Superintendents
FROM: Don Blankenship *DB*
DATE: October 26, 2005
RE: MEMBERSHIP

By now each of you should know that safety and S-1 is our first responsibility. Productivity and P-2 are second. It has been the culture of our Company for a long time.

Last week I sent each of you a memo on running coal. Some of you may have interpreted that memo to imply that safety and S-1 are secondary. I would question the membership of anyone who thought that I consider safety to be a secondary responsibility.

The point is that each of you is responsible for coal producing sections, and our goal is to keep them running coal. If you have construction jobs at your mine that need to be done to keep it safe or productive, make every effort to do those jobs without taking members and equipment from the coal producing sections that pay the bills.

DLB/

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