



Massey Coal Services, Inc.



MEMO

TO: Presidents
Superintendents

FROM: Bill Ross

SUBJECT: Hazard Elimination

DATE: January 7, 2010

When are we going to get serious?

Our supervisory members show no signs of accepting the “New Program of Hazard Elimination”.

The regulatory agencies continue to treat us like non-conformant. Our government thinks we cannot or do not care about mining safety laws. Unfortunately, 3 days into the New Year and our track record starts anew, and already 188 citations and orders have been issued that carry high dollar penalty amounts. Can a company allow this practice to continue? When are we going to get serious about violations?

We need to engage ourselves as members to the process of change. We are reactionary, not proactive. We cannot allow ourselves to be unprepared for inspections. We must know and follow our approved mining plans. Our examiners must be diligent observers to recognize hazards and have corrective action taken.

BR:lw