



## **ARCH RESOURCES, INC.**

### **VETERANS EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of Arch Resources, Inc. (Organization) to hire well-qualified people. An integral part of this policy is to provide qualified protected veterans which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans, as appropriate, with equal employment opportunity in respect to all employment practices, including hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, termination, rates of pay or other forms of compensation and selection for training.

In order to implement the foregoing policy, the Organization will consider qualified applicants from all sources to ensure equal considerations of individuals. Additionally, in making employment decisions, the Organization will make reasonable accommodations to the physical and mental limitations of a disabled veteran provided such accommodation does not impose an undue hardship on the Organization's business. The Organization will periodically review its employment practices to ensure that appropriate affirmative action is taken with respect to all covered individuals, as appropriate.

The Organization shall disseminate this policy to all its employees, and encourage all indirect sources of job applicants, such as employees, suppliers, shippers, customers, and other contractors, to refer qualified protected veterans which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans and Armed Forces service medal veterans, as appropriate. This policy extends to all employees in all aspects of the employment relationship and all personnel are hereby directed to make all reasonable efforts to carry out the spirit and intent of the Organization's policy. Violations of this policy by any employee will be met with appropriate action. Further, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or any other Federal, State or local law requiring equal opportunity for protected veterans; (3) opposing any act or practice made unlawful by the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or their implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for protected veterans, or; (4) exercising any other right protected by the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Jobs for Veterans Act or their implementing regulations in this part.

As President and Chief Executive Officer, I am in full support of the Corporation's affirmative action program and am fully committed to implementation of the organization's affirmative action policy. Responsibility for the implementation and direction of the Organization's Affirmative Action Program for disabled veterans and qualified protected veterans has been assigned to the Establishment's EEO/AA Officer. Employees and applicants wishing to review this Affirmative Action Program may do so in the Human Resources Office during normal business hours, Monday through Friday.

A handwritten signature in blue ink, appearing to read "Paul Lang", written in a cursive style.

Paul Lang  
President and Chief Executive Officer