

# Lone Mountain Processing, Inc.

- I Have Been Asked To Give A Brief Overview Of Lone Mountain & Our Substance Abuse Sampling Program
- For Those Of You Who Are Not Familiar With Us, Lone Mountain Is A Subsidiary Of Arch Coal
- We Are Currently Operating Three Underground Mines In Southeastern Ky. & A Prep Plant, Loadout, & Business Office in Southwestern Va.

# Lone Mountain Processing, Inc.

- Darby Fork Mine – Started Production - April 1993 – Currently 2 Section Mine
- Huff Creek Mine – Started Production – July 1993 – Currently 3 Section Mine
- Clover Fork Mine – Started Production – August 2003 – Currently 2 Section Mine
- All Three Mines Located In Harlan Co., Ky.

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- Prep Plant – Started Production – Fall 1992
- Prep Plant/Loadout & Office Is Located In Lee County, Va.
- Currently We Employ 347

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- Our Current Substance Abuse Sampling Includes
  - Post Offer Sampling
  - Reasonable Cause Sampling
  - Post Accident Sampling
  - Random Sampling

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- Post Offer Sampling
  - Conducted Since Inception
  - All External Candidates Are Sampled After An Offer Of Employment
  - Employment Offer Conditioned Upon Negative Result
  - A Negative Result Which Is A Success Has Been Very High This Area (In Excess Of 99%), I Contribute This To The Fact That They Usually Have Time To Study For This Test

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- The Next Three Types Of Sampling Were Implemented Primarily As A Result Of An Employee Opinion Survey Conducted In The Summer Of 2002
- One Percent Of Our Employees Responded That They Felt We Had A Problem With Substance Abuse
- In Response, We Implemented Reasonable Cause Sampling, Post Accident Sampling, & Random Sampling

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- Reasonable Cause Sampling
  - Written Policy Implemented Nov. 2002
  - In This Case The Employee Is Removed From The Workforce Until The Sample Results Are Obtained
  - If Result Is Negative, The Employee Is Reinstated With Back-pay

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- Post Accident Sampling
  - Written Policy Implemented Nov. 2002
  - In All Incidents That Require Medical Treatment, The Individuals Directly Involved Will Be Sampled
  - A Negative Sample Which Is A Success Has Been Very High This Area



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- Random Sampling
  - Written Policy Implemented Nov. 2002
  - We Determine The Percent Of The Workforce That Will Be Sampled, Anywhere From 1 To 100% Of The Workforce, In Fact We Have Selected 100% On Two Different Occasions
  - A Third Party Administers The Sampling
    - TPA Determines Who Will Be Sampled Utilizing A Computer Based Random Selection Process
    - TPA Coordinates The Sampling Schedule With A Company Representative
    - TPA Collects The Samples At The Mine Site And The Medical Review Officer Clarifies Any Positive Results
    - We Average Around ½ to 1 Percent Positive Samples In This Area

# Lone Mountain Processing, Inc.

- Keys To Successful Program
  - Employee Assistance Program
    - For The Employee That Needs Help & Truly Wants Help
    - Only For Pre-Disciplinary Request For Help
  - Zero Tolerance For Illegal Drugs
  - Medical Review Officer
  - Reliable, Confidential, Third Party Administrator
  - Committed Workforce

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- Areas Of Concern
  - Altered Samples
    - Web Sites
    - Local Vendors Supply Masking Agents
  - No Tracking Of Positive Results From Company To Company
  - Expensive Program