

Alliance Coal, LLC and Affiliates Profit Sharing and Savings

For the Plan Year Beginning January 01, 2021

Automatic Enrollment

The Alliance Coal, LLC and Affiliates Profit Sharing and Savings ("Plan") includes an Automatic Contribution Arrangement. If you are a **newly eligible participant** and you do not complete and return an Election to Override Automatic Deferral form or go on-line and make your own deferral election, you will be automatically enrolled in the Plan deferring 5% of your eligible compensation each pay period to the Plan. Your employer will contribute that amount to the Plan on your behalf. Your deferral will be a pre-tax deferral and will be invested in the qualified default investment alternative unless or until you make your own investment elections. Instructions for making investment elections are in the Qualified Default Investment Alternative Notice.

Automatic Increase

If you are automatically enrolled, your deferral percentage will be increased 1% on or about January 1 following your Entry Date. For example, if you enter the Plan on January 1, 2020, your deferral percentage will increase on or about January 1, 2021, and each subsequent year thereafter until you are deferring the lesser of maximum contribution amount for that calendar year or 50% of your eligible compensation.

If you make your own deferral election, your deferral percentage will not be automatically increased each Plan Year unless you elect to have your deferral percentage increased each Plan Year.

If your deferral percentage is 0%, your deferral election will not increase unless you change your deferral election.

Current Participants

If you are a **current participant**, you may change your deferral election at any time by going to www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Participant," selecting "Manage," selecting "Manage Account," selecting the "Change Contribution" tile and then making your deferral election or you may use the Voice Response Unit by calling 877-410-9984. When asked for the extension for your plan provider, enter 1111. You may also call 866-412-9026 and ask a representative in the Customer Solutions Center to assist you in making your election.

Other

If you do not go on-line or you do not complete and return an **Election to Override Automatic Deferral** form and you do not want to be automatically enrolled in the Plan, you have 90 days from the date your first deferral was made to the Plan to request that the amount automatically deferred on your behalf be returned to you. You make that request by completing a **Request for Return of Automatic Deferral** form and returning it to your Plan Administrator.

To do so on-line, go to www.nesteggu.com/arl, select "My Account," enter your User ID and Password, select "Participant," select "Manage," select "Manage Account," select the "Change Contribution" tile and then making your deferral election. You may also call 866-412-9026 and ask a representative in the Customer Solutions Center to assist you in making your election.

The amount you elect to defer as pre-tax contributions or the amount automatically deferred for you, and any earnings on that amount, will not be subject to income tax until it is actually distributed to you. However, the amounts are counted as eligible compensation for Social Security taxes.

Should you have questions about the automatic contribution arrangement or the automatic increases to your deferral percentage, you may contact Christi Henson at 918-295-7525 or by email at Christi.henson@alccm.com.

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Qualified Default Investment Alternative

You have the right to direct the investment of your account balance in the Alliance Coal, LLC and Affiliates Profit Sharing and Savings ("Plan"). You may make your investment choices from the designated investment alternatives offered in the Plan. If you do not make an investment election as to how the Plan should invest your account balance, the Plan trustee will invest your account balance in the qualified default investment alternative that the Plan officials have selected. The qualified default investment alternative is the JP Morgan Smart Retirement Passive Blend Fund that most closely represents your Normal Retirement Age. These funds are targeted date funds which seek a level of total return consistent with its asset allocation until the approximate retirement year in the fund's name. Thereafter, the funds seek total return through a combination of current income and capital appreciation.

Overall Strategy for the JP Morgan Smart Retirement Passive Blend Funds

The JPMCB SmartRetirement Passive Blend Funds are a series of target-date funds that serve as vehicles to help invest for retirement. They employ a rigorous, systematic fund screening and selection process and use an asset allocation strategy that becomes more conservative as the Fund nears its target retirement date. Each Fund invests in a mix of underlying strategies, which changes over time with the goal of maintaining an appropriate mix of asset classes and underlying investments. The goal of each Fund is to provide asset allocation from a single fund by pursuing a 'fund-of-funds' strategy.

The Funds At Target Date

The Fund seeks total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

JPMCB SmartRetirement Passive Blend Inc

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 68% Bond Funds, 32% Stock Funds

Change to Asset Allocation Over Time: The fund has reached its most conservative asset allocation.

Age Group Design: This fund is designed for those who have already reached their Normal Retirement Age.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
3.52	4.75	N/A	5.27
<u>Expenses:</u>		<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>
		0.26%	0.26%

JPMCB SmartRetirement Passive Blend 2020

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 61% Bond Funds, 39% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2020.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2020.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
3.71	5.44	N/A	6.54
<u>Expenses:</u>		<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>
		0.25%	0.25%

JPMCB SmartRetirement Passive Blend 2025

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 47% Bond Funds, 53% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2025.

Age Group Design:

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
3.11	5.77	N/A	6.99
Expenses:	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2030

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 34% Bond Funds, 66% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2030.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2030.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
2.37	6.05	N/A	7.34
Expenses:	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2035

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 23% Bond Funds, 77% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2035.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2035.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
1.22	6.08	N/A	7.53
Expenses:	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2040

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 14% Bond Funds, 86% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2040.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2040.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
0.60	6.22	N/A	7.69
Expenses:	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2045

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 9% Bond Funds, 91% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2045.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2045.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-0.03	6.12	N/A	7.64
Expenses:	Gross Expense Ratio	Net Expense Ratio	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2050

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 9% Bond Funds, 91% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2050.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2050.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-0.03	6.15	N/A	7.68
Expenses:	Gross Expense Ratio	Net Expense Ratio	
	0.25%	0.25%	

JPMCB SmartRetirement Passive Blend 2055

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 9% Bond Funds, 91% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2055.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2055.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
0.04	6.13	N/A	7.56
Expenses:	Gross Expense Ratio	Net Expense Ratio	
	0.26%	0.26%	

JPMCB SmartRetirement Passive Blend 2060

Objective: The investment seeks high level of total return with a shift to current income and some capital appreciation over time as each Fund approaches and passes the target retirement date.

Current Asset Allocation: 9% Bond Funds, 91% Stock Funds

Change to Asset Allocation Over Time: The fund will reach its most conservative asset allocation in the year 2060.

Age Group Design: This fund is designed for those who will reach their Normal Retirement Age in the year 2060.

Historical Rate of Return (through June 30, 2020) *Past performance is no guarantee of future results*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
0.05	N/A	N/A	7.43
Expenses:	Gross Expense Ratio	Net Expense Ratio	
	0.27%	0.27%	

If at any time you want to direct the investment of your account into investments other than the qualified default investment alternative, you may do so by accessing www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Participant," selecting "Manage," selecting "Manage Account," selecting the "Investment Election" tile, and then making your new elections. You may also call 866-412-9026 and speak to a Customer Solutions Center representative. You may obtain investment information about the Plan's designated investment alternatives by reviewing the Investment Comparative Chart by accessing www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Reports & Forms," then selecting "Plan Information & Forms" and then selecting the "Legal Notices" group. There is also a Glossary of Terms available to help you understand the investment terms used in the Investment Comparative Chart. To view the Glossary of Terms, go to www.nesteggu.com/arl, select "NEU Handbook," select "Investor" and then select "Glossary of Terms" under the "Learn" section.

You may lose money by investing in the qualified default investment alternative, including losses near and following retirement, and there is no guarantee that the investment will provide adequate retirement income.

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Electronic Statements

Your participant statements for the Alliance Coal, LLC and Affiliates Profit Sharing and Savings are always available to you on the NestEgg U website. To access your participant statements go to www.nesteggu.com/arlq, select "My Account", enter your User ID and Password, select "Reports & Forms," select "Reports," scroll down to the "Report Group:Participant Statements", open the arrow on the left, and select the statement date you wish to view.

Other Plan Information

Other Plan information may also be delivered to you electronically. You will be notified when such Plan information is available. The notification will include how to access the information made available to you.

Receiving a Paper Statement or Other Plan Information

You have the right to receive a paper copy of your participant statement free of charge. If you would like a paper copy of your participant statement, telephone the Customer Solutions Center at 866-412-9026, give the representative the date of the statement you would like and ask that a paper copy of the requested statement be mailed to you. You should verify your current mailing address listed on the system when you speak with the representative. If you are a current employee and your address on the system is incorrect, you must notify your employer to change your address in the recordkeeping system. Your statement may only be mailed to your address as it appears in the system. If you are not a current employee, give the representative your correct mailing address and your statement will be mailed to that address.