

Miners *In Motion*

**PROVIDING FOR TODAY,
PROTECTING FOR TOMORROW**

Mine Site Spotlight: Antelope Mine

Many times the groups that are recognized for performance and improvements tend to be production, maintenance and safety – and rightfully so. Across RTEA, we have many employees and groups who are working diligently to reach our company's performance goals. But all too often the people behind the scenes are forgotten – perhaps because they do their jobs so well.

The Technical Services Department at Antelope Mine is responsible for a variety of areas. The group looks after the short and medium range plans for the draglines, dozers, drilling, blasting, trucks and shovels. Compliance with environmental regulations and meeting environmental challenges are also overseen by the department.

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Letter from the Executive Team

Michael Barrett - Vice President, Finance and CFO



Much of my role this year has been consumed with the process to explore the divestment of RTEA. We are working closely with advisors from the investment bank Credit Suisse, the accounting firm PricewaterhouseCoopers and a number of other groups to prepare a document with the information needed to describe all aspects of the business. Once complete, this document will form the first round

of information that will go to potential purchasers and enable them to indicate their level of interest.

We will evaluate the levels of interest received and, as Colin outlined in his March 4 letter to all employees homes, we will then prepare for visits from the short list of potential purchasers. Preparation of the data room is progressing well and the sales support team is busy collecting information at the sites and loading it onto the electronic data room. We are also progressing the necessary financial and resources audit work, which is being very strongly supported by great work from everyone in the finance and engineering groups. Thank you to everyone for their hard work and support as we continue to make good progress.

Remember, everyone has a role to play in this process to ensure that potential purchasers see a business that we can all be proud of. One key step recently completed was

Business Improvement

Antelope Mine Plant employees work together to meet production demands

When the Antelope Mine management team set ambitious goals to boost coal production, there were concerns about plant capacity. "We recognized that it was a big challenge, but we needed to increase plant capacity and contain costs at the same time." Plant Manager Kim Elliott said. At a rated production of 4,000 tons per hour, the Northeast Mining Area (NEMA) crusher capacity was not enough to meet higher production demands.

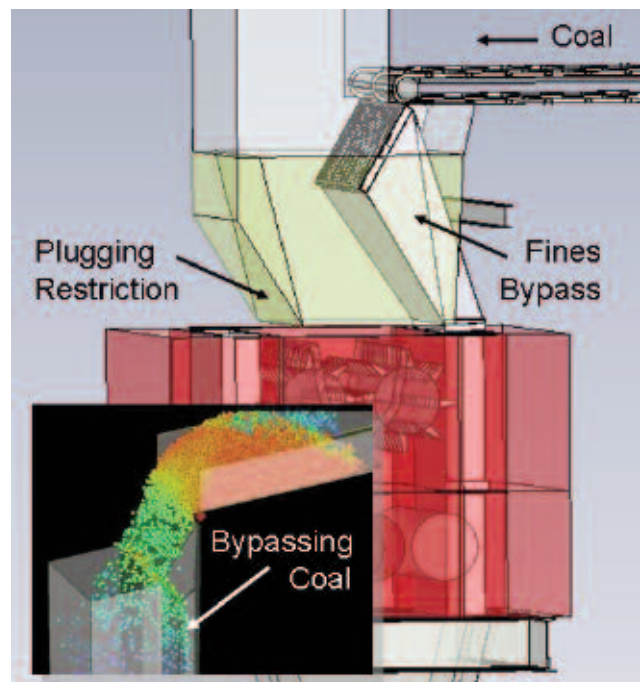
The Antelope Mine plant team decided to install a fines bypass on the NEMA crusher in an effort to help increase production. Finer material, which does not need to go through the crusher, bypasses and thus frees up additional crusher capacity. Since less coal is actually crushed, maintenance intervals are also extended. "Installing the bypass and everything that went into it was a great team effort involving the whole plant team," Plant Mechanic John Bennett said.

During bypass installation in July 2007, the crusher was turned 180 degrees to align free space within the crusher with the new bypass. This caused a restriction and led to increased plugging from very large chunks of coal. A chunk breaker is used to clear

the wall-to-wall inventory counts at all sites. Firstly, I was very pleased that we took large groups of counters around all the warehouses and yards with zero safety incidents. The counts were a major exercise requiring significant coordination across all teams at the mines and warehouses, including temporary workers and auditors. I was very pleased with the overall outcome, and the teams identified some good projects for further improvements. I want to thank everyone involved in the counts, especially maintenance, the logistics group, procurement, site controllers, and, most of all, everyone in the warehouses. The counts will help us ensure that the parts that maintenance needs to keep operations running are there when we need them.

First quarter mine production is running well, with shipments and overburden movement tracking well. At Jacobs Ranch Mine the overland conveyor (OLC) project is near completion and began crushing and conveying coal in mid-March. We're looking forward to its optimization and the assistance it will provide Jacobs Ranch Mine in hitting their sales throughout the year.

This has been a great winter for my family and me. Both of my sons learned to ski at Meadowlark, and I've enjoyed learning how to fall off a snowboard. We're looking forward to the warmer weather and hopefully some time off to go hiking and camping again this summer and taking advantage of the great Wyoming outdoors.



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Antelope Mine

Antelope Mine Environmental Department achieves five years without a citation

In January 2008, the Antelope Mine Environmental Department reached five years without a citation from the regulatory authorities, including the Wyoming Department of Environmental Quality, the Environmental Protection Agency, the United States Fish and Wildlife Service and the Office of Surface Mining. The primary areas these organizations monitor at the different mines include: air quality, water quality, land quality (also includes solid waste), water quality and threatened and endangered wildlife.

The environmental team is responsible for monitoring and maintaining compliance for permitting air quality, land quality, water quality, wildlife and reclamation. They do this through various monitoring and management systems established by the environmental permits, the Rio Tinto Standards and the ISO 14001 protocols. The most obvious of the group's responsibilities is the reclamation, which includes topsoil salvage, replacement, seedbed preparation and seeding.

According to Kyle Wendtland, Senior Environmental Engineer, this success should be credited 100 percent to the Antelope Mine workforce. "The workforce here at Antelope Mine is very good about telling the environmental group about something that seems questionable on the mine," Wendtland said. "Employees have even called me at home with some issues and questions." Wendtland further explained that when the workforce communicates with the group about the mine operations, it minimizes surprises on any issue and provides good advanced warning to potential environmental concerns.

The Antelope Mine environmental group also works to have good relationships and open communications with the state and federal regulators from the different environmental agencies. Wendtland ensures that communication is regular and whenever possible, face-to-face. "The way I see it – we have to have these state and federal divisions," Wendtland added. "We don't have a choice, so we need to work cooperatively in order to keep positive working relationships."



Antelope Mine works on truck load initiative

Back in 2007, Rio Tinto looked into ways to maximize payload efficiency (material that is put on a truck) on its fleet of 600 Komatsu trucks company-wide. A truckload initiative was started in October 2007 in order to start monitoring how much material is loaded on the trucks each haul. Antelope Mine was one of the RTEA mines chosen to begin the study.

James Chadwick, Production Planner at Antelope Mine, has been the site champion for the truckload initiative taking place at the site. Almost two-thirds of the truck fleet at Antelope Mine has been equipped with a payload monitoring system (PLM3) that monitors the load and provides feedback to the operators on the load weight. The information is monitored using real time data and is essentially shared with each operator to give him/her an idea on performance.

Communication is a key factor in this initiative as well. On a quarterly basis, supervisors are given scorecards on each of the employees so they can forward on the performance information. If there are major issues or even when an outstanding performance feedback is given, feedback may be shared on a monthly basis – to the employees and the management team at the site.

"The operators have welcomed the feedback so far," Chadwick said. "Some don't realize they are doing certain actions and are able to make adjustments to their operating practices." In the end, improving the payload efficiencies will help tire wear, truck wear and even operator wear.

Continued from front page

Most recently the group has been working with the Production Department on the development of the West Antelope pit. Mining in this pit began in June 2007. Development of this pit into an efficiently run truck/shovel pit continues. Full development of the pit is anticipated to occur by the end of this year.

"The group is very energetic, intelligent and they work very well together," Dave Gauntner said. "All of the Tech Services employees are focused on reaching their goals. It is fun to be associated with such a talented group of individuals."

Big kudos go to the following people who make up the Tech Services Department at Antelope Mine: Nate Foster, Nick Brundin, Rod Burke, Kyle Wendtland, Rena Piper, Dave Collins, Mike Earnst, and Tony Trouchon. Also, Mike Strohschein, Production Planner, works closely with the group and is an integral part in the development of the daily plans.

When someone in the workplace dies, By: Patti Cost, Ph.D., On-Site Health Advocate

I am writing this article today, March 17, 2008, St. Patti's Day. This morning I sat with a crew at Cordero Rojo Mine who were just receiving the sad news that one of their coworkers had died on Friday, March 14, in a horrible car accident on Highway 59. On this same day, all of Rio Tinto was saddened by the news that eight of their employees were killed in a helicopter crash in Peru. On February 11 while visiting Spring Creek Mine, I had learned the sad news that one of their employees and also a friend of mine had died in a car accident. Back in November 2007, over Thanksgiving, another Cordero Rojo Mine employee and friend of mine was killed in an all terrain vehicle accident. You might be asking yourself right now, "How are we all going to deal with such sadness?" We will get through it over time; it just takes time.

When an employee dies, it is like having a member of your extended family die, and the sense of loss and grief can be overwhelming. Grief can be very painful and the grieving process following someone's death can take weeks, months, and even years to run its course. The length of time spent grieving depends on the relationship you had with the person who died and the circumstances of the death. When a death is unexpected or particularly violent, the grieving process is often longer.

How one grieves is a very personal experience; however, there are some common reactions that most people share. They include shock, denial, anger, guilt, anxiety, fatigue,

sleeplessness, sadness, fear, and trouble concentrating. Some people prefer to grieve alone but when you join others in the grieving process it can be extremely helpful. Here are some tips on how your crew or group of friends may grieve together.

- Attend the funeral or memorial service together.
- Arrange for a counselor to meet with your crew or the people who are especially upset by the employee's death.
- Collect money and donate it to the family or an organization.

Grieving is a normal process we all experience when someone we care about dies. The emotions are painful and you might want to push the pain away or even try to deny it. The emotions will not go away, however; they will, instead, lie in wait to be expressed sooner or later. Just remember that there is no "right way" to grieve, and it is important to respect the differences between yourselves, and focus on your own personal process. If you would like to be referred to a counselor to help you get through the grieving process, please call Patti at 685-4680 for a list of names and numbers.

Reference: 2007 MHN, A Health Net Company



RTEA News

RTEA joins a coalition arranging to make quality healthcare accessible

Quality health care that is affordable is a significant part of the quality of life. RTEA has joined in a group of local mining companies arranging with CHD Meridian to make that quality healthcare available. This membership will make available primary health care, radiology, pharmacy and wellness services for RTEA employees, retirees and covered dependents in the Gillette area.

By July 2008, CHD Meridian will open a healthcare center in Gillette that will provide quality care with limited waiting and low costs. CHD Meridian will operate the center with a staff of licensed, experienced and qualified staff.

Over the next several weeks we will provide updates and additional details on this through Miners in Motion and other communications, but we wanted you to be aware of the forthcoming availability of these quality services.

Car seats available from RTEA Health and Safety Department

If you, your spouse or significant other is expecting a baby, the RTEA Health & Safety Department would like to purchase a car seat for your child.



To request a car seat, contact
Tonya Simpson
at (307) 687-6044 or
Tonya.Simpson@riotinto.com.

Health and Safety

Safe driving practices

The following tips were taken from the Occupational Safety and Health Administration website. Remember, you are RTEA's most valuable asset! The way that you drive says everything about you and your company. Make a positive statement and follow these safe driving practices – when you're at work and on your time off.

Stay Safe

- Use a seat belt both as a driver and passenger - at all times.
- Be wellrested before driving.
- Avoid taking medications that make you drowsy.
- Set a realistic goal for the number of miles that you can drive safely each day.
- If you are impaired by alcohol or any drug, do not drive.

Stay Focused

- Driving requires your full attention. Avoid distractions, such as adjusting the radio or other controls, eating or drinking, and talking on the phone.
- Continually search the roadway to be alert to situations requiring quick action.
- Stop about every two hours for

a break. Get out of the vehicle to stretch, take a walk, and get refreshed.

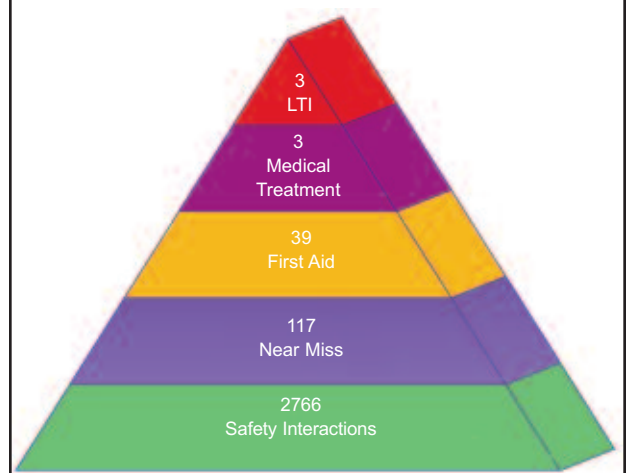
Avoid Aggressive Driving

- Keep your cool in traffic!
- Be patient and courteous to other drivers.
- Do not take other drivers' actions personally.
- Reduce your stress by planning your route ahead of time (bring the maps and directions), allowing plenty of travel time, and avoiding crowded roadways and busy driving times.

Source:

http://www.osha.gov/Publications/Safe_Driving_Practices.pdf

RTEA Safety performance as of February 29, 2008



Colowyo Mine employees honored at CMA's annual conference

Colowyo Mine and employees were honored with numerous environmental and safety awards from the Colorado Mining Association at the 110th Annual National Western Mining Conference & Exhibition in February. The awards included the 2007 Pollution Prevention Program Award; Large Surface Coal Mine Award – Innovative Safety Practices; Large Surface Coal Mine - Excellence in Safety Award to the Colowyo Blasting Team for 25 years without a Lost Time Injury; and Large Surface Coal Mine – Individual Excellence in Safety Award to twelve employees for 30 safe and healthy years of employment. Congratulations to the following employees for achieving this feat:

Dennis Balleck, Roy Firestone, Thomas Jones, Robert Kracht, Scott Kracht, David Main, Michael McGruder, Mark Smith, Theo Stewart, Mike Sullivan, Stanley Thayer, and Tim Wheeler.

The theme this year was based on the principle of: *Mining Matters. The future of mining depends on the industry's ability to enhance public understanding and*



Front Row: Laura Beverage, Chairman of the Board of CMA; Mike Sullivan, Stan Thayer, Scott Kracht, Mark Smith, Harris Sherman, Executive Director of CDNR
Back Row: Dave Main, Mike McGruder, Rob Kracht, Roy Firestone, Tim Wheeler

awareness of mining. Sessions included all the different challenges faced within the mining industry of health, safety, climate policy, environment, and how the demand for energy around the world is being forecast. The conference and exhibition had professionals, speakers and booth representatives from Colorado and all over the world.

Speak-OUT

Appropriate use of the Speak-OUT program

The Speak-OUT program provides all Rio Tinto employees and contractors with a confidential and independent means of reporting issues and communicating ideas.

Speak-OUT was originally developed to ensure employees have a confidential and timely method to report major company infractions, such as criminal conduct, fraud, major safety or environmental violations, harassment and discrimination, violence, or substance abuse. Over time, employees have increasingly used Speak-OUT primarily to raise individual work-related issues.

The majority of issues raised in Speak-OUT calls received at RTEA may be effectively handled via face-to-face communications between employees and site or departmental leaders. Such communications are critical to resolving issues and should be the primary means for problem-solving whenever possible.

You are encouraged, whether individually or as a team, to raise issues to your immediate supervisor as they occur so they can be discussed and quickly resolved. Most issues can be resolved satisfactorily at this level.

If you feel your issue cannot be resolved through discussions with your immediate supervisor, please speak with other members of management to attempt to reach a solution.

If the nature of a particular issue is such that you feel you cannot discuss it with your immediate supervisor or with any other members of management, Speak-OUT is available to you in these circumstances.

Every Speak-OUT call is treated with importance, and appropriate actions are taken once a call is made. Such actions may include asking you to provide additional details of your issue or coaching you on ways to most effectively resolve your issue.

The company will not tolerate any form of retaliation against you for using the Speak-OUT program in a responsible manner.

For more information on Speak-OUT or to receive a brochure on its use, please contact your HR Representative.

2007 News

Successful business improvement projects in 2007

The following improvements were achieved in 2007, which ultimately improves the health, safety and environment at our worksites.

- The company achieved a significant, additional 14.3 percent improvement in tire life in 2007 and a 39.3 percent improvement over 2005. The worldwide limited availability of tires for large mining equipment is expected to be a continuing challenge in 2008.
- Several RTEA haul trucks were repowered with more fuel-efficient engines in conjunction with RTEA's continuous improvement program with Komatsu.
- Many design and process improvements helped lead to more efficient use of explosives and fuel oil. This was done through a continuous improvement program with Orica and Nelson Brothers, a drill and blasting contractor.
- Workplace efficiency was improved through the 5S programs at many sites. The 5S methodology of Sort, Set, Shine, Standardize, and Sustain helps to provide a visible workplace transformation. Each of these 5 steps improves workplace organization and, along with efficiency gains, also improves the safety of our maintenance and operation efforts.



RTEA News: Mines win awards in 2007

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Jacobs Ranch

- **Wyoming Game and Fish Department 2007 Industry Reclamation and Wildlife Stewardship Award** for collaborative conservation easement establishment.
- **Designated a Royal Habitat Partner** by the Rocky Mountain Elk Foundation.
- **RTEA Environmental Excellence Award** for meeting several internal targets and for reclaiming more land than disturbed in 2007 (second consecutive year).

Non-profit Wyoming organization featured in New York Times



The nonprofit state organization Climb Wyoming was featured in the *New York Times* in March. Climb Wyoming is a nonprofit organization that trains and places single mothers in high paying jobs throughout Wyoming. Since 1986, the program has helped over 800 families across the state reach self-sufficiency. Climb also helps meet Wyoming's workforce needs by helping

women enter construction, extraction trades, healthcare, office careers and more.

Climb Wyoming is benefited by the Wyoming Community Foundation, which RTEA sponsors annually. RTEA and employees also contributed to the Gillette Climb Wyoming by providing Secret Santa gifts to the Climb Wyoming families in December 2007.

Community Calendar April and May

Craig

April 30 - May 4, Sombrero Horse Drive
April 11 - July 12, Centennial Celebration
May 17, Where the Hell is Maybell Annual Bike Ride
May 24 - May 26, Grand Olde West Days

Gillette

April 25, Crawfish Boil, Central Pavilion
May 9, Gillette College Graduation Heritage Center
May 18, CCSD Graduation, Central Pavilion

Meeker

May 24, MHS Graduation, Paintbrush Park
May 24, Park District Winter Games, Paintbrush Park

Sheridan

May 16-18, 5th Annual Rocky Mountain Leather Trade Show, Holiday Inn
May 24-26, Annual Hang Gliders Fly-In, Big Horn Mountains' Sand Turn

To include your RTEA event or RTEA community sponsored event in *Miners in Motion*, please contact Kay French at (307) 685-6103 or Kay.French@riotinto.com.

Welcome new hires February 1 - February 29

Antelope Mine
 Steven Douglass
 Tim Glendy

Jacobs Ranch Mine
 Harold Grove
 David Hoffmeyer
 Johnny Ross

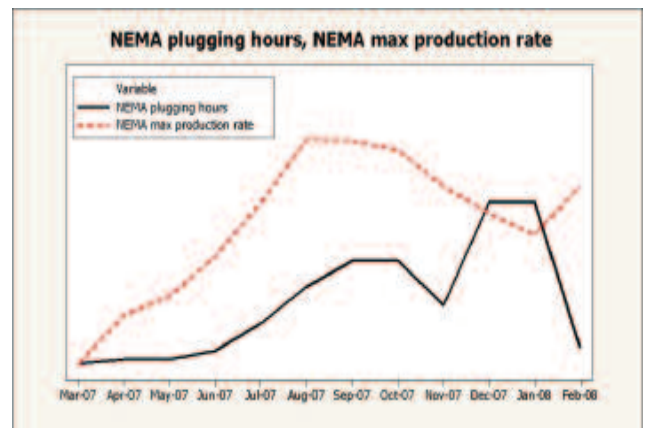
Colowyo Mine
 Nicklis Davis

RTEA
 Richard Moore
 Jimmy Murphy

Cordero Rojo Mine
 Jennifer Bradford
 Mark Chaplin
 Perry Chapman
 Doug Eichler
 Perry Gertsch
 Sajid Mehmood
 Brian Wallace

Spring Creek Mine
 Kyle Brantz
 Charles Carpenter
 Yvette Romero

Business Improvement: Antelope Mine Continued from page 2



plugs, but this also failed as it was being heavily used during this period.

The plant team reacted by opening up the restricted area. This reduced plugging events and will help to further increase crusher capacity. Antelope Mine is now on pace for another record production year, thanks in a large part to the resolve of the plant team to meet production demands and their reaction to challenges that came up along the way.





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RTEA Awards

RTEA mines win environmental and safety awards in 2007

Antelope

- **Wyoming State Mine Inspector Certificate of Achievement** for a Perfect Safety Record
- **Rio Tinto Chief Executive Award** for Most Improved Site

Colowyo

- **Colorado Mining Association 2007 Large Surface Coal Mine Award** for outstanding safety practice in the Health, Safety and Environmental Improvement Process.
- **Colorado Mining Association 2007 Excellence in Safety Award** for outstanding safety practices by the Colowyo Mine Blasting Team; recognizes 25 years of safe work without a lost time injury.
- **Colorado Mining Association 2006 and 2007 Excellence in Safety Awards** for outstanding safety practices by fifteen Colowyo Mine employees; recognizing 30 years of safe work without a lost time injury.
- **Colorado Mining Association Pollution Prevention Award - Senior Participant with Special Recognition.** Endorsed by the United States Environmental Protection Agency Region VIII through a Friend of EPA Award. Final award determinations were made in February 2008 for calendar year 2007.

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Do you have a suggestion for Miners in Motion?

Share your ideas with one of the following committee members:

Antelope Mine

Mari Arends
Pat Baumann
Lynn Vogel
Rose Becker
Kyle Wendtland
Greg Mager

Jacobs Ranch Mine

Lorie Klein
Carolyn Schroeder

Spring Creek Mine

Jennifer Holz
Sam Street

Colowyo

Tanya Stoffle
Tonia Folks
Steve Loshbaugh

RTEA

AJ Tomer (Occ Health)
Patti Cost (Health Adv)
Karen Nelson (Ops)
Steve Whites (BIP)
Tracy Breinholt (IS&T)
Bob Green (Sust. Dev)
Heidi Lowe
(Communities)
Kay French (Sust. Dev)
Tonya Simpson (H&S)
DelAnn Dowling (HR)

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