

Miners In Motion

**PROVIDING FOR TODAY,
PROTECTING FOR TOMORROW**

Site Spotlight: Gillette Offices

RTEA Dispatchers like Chris Snyder, Doug Klein and Allen Hoffman work to help the mines produce as efficiently as possible through a Mine Monitoring and Control program. The system integrates the entire mining process – from digging the dirt to digging the coal – in order to operate more efficiently. All of this is done from the Gillette office.

“The system moves the trucks to the places they need to be,” Snyder explained. “The goal is to move the coal and dirt with fewer trucks.” The system provides automatic, optimized haul truck assignments; GPS-based equipment positioning; equipment health monitoring; maintenance tracking; blending; and production reporting among others. The dispatchers can digitally see the equipment through various screens. One such screen shows a digital representation of each mine’s road network.

“We can also see where the shovel is and where the trucks need to dump,” Klein said.

The dispatchers set up the rules and tell the computer how it can dispatch the trucks depending on the customer specifications and demands. They manage the road network so the haul truck operators know where to go and monitor the health of the equipment. When a truck is operat-

Continued on page 7



► **RTEA RECRUITING WORKS TO
BUILD THE RTEA TEAM. . . . 3**

► **COLOWYO MINE'S 114
SHOVEL REBUILD 4**

► **FALL 2008 SUCCESSFUL
HUNTS. . . . 6**

Letter from the Executive Team

Jim Orchard - Vice President, Marketing and Sustainable Development



The Marketing and Sustainable Development team is charged with marketing functions, such as selling our coal; working with the mines, railways and utilities to get the coal delivered; and polishing the corporate crystal ball to see where prices may be headed. The Sustainable Development component of the group covers such diverse activities as internal and external communica-

tions; our interactions with local communities; managing the relationships we have with key regulatory groups in Cheyenne, Denver and Helena; and keeping an ear to the ground for what is happening in Washington.

Like most folks within RTEA, we have had a rather interesting 2008. At the beginning of the year Jeff Price, who had headed up the group for about two years, left RTEA, along with Matt Levar, Rick Pieper and Bruce Miller, to set up a coal trading desk with Lehman Brothers. I took over from Jeff in late February as Vice President, Marketing and Sustainable Development with a few gaps to fill within the Marketing team. I was lucky and extremely grateful to have been able to call upon Mike Kelley, Michael Stevermer and Mark Roberts to move into some of the vacated senior roles within the team and to continue to rely on the sage advice and stewardship from Bob Green in the sustainable development area.

In terms of who is doing what these days, Mike Kelley heads up the Sales and Marketing team, which also includes Bill Wallace, Steve Read, Mindy Watson-Ward and Leslie Thorn. These folks are the primary point of contact with all our customers and do most of the actual coal selling – a task you will all agree is quite important. The Marketing and Pricing group is headed up by Mark Roberts who, together with Chris Duke

and Nicole Houston, helps set the price for the coal – another important aspect of the business - as well as leading our sales activities with overseas customers and with coal traders. The Customer Service group is the final piece of the overall Marketing jigsaw. Michael Stevermer, along with Daniel Ochoa, Jim Lynn, Mikki Watson and Steph Houston, are tasked with working the required magic to get the rail-ways and various customers working with our mines to get the coal from the pits to over 100 power plants across the USA and elsewhere.

As I indicated above, Bob Green and the Sustainable Development team in Gillette (Becki Dale, Heidi Lowe and Kay French), along with Jason Begger in Cheyenne and Todd O'Hair in Helena, have been the relatively stable part of the overall team this year. Key achievements of the Sustainable Development team include national and state recognition for Heidi Lowe and our communities programs; industry leadership in carbon capture and sequestration legislation and regulatory efforts in Wyoming and Montana; establishing leading practice communications focus groups at the mine sites; and developing climate change responses to new coal leasing requirements.

The key achievements of the Marketing team are a little shrouded in mystery – we like to call it commercial sensitivity – but I am sure you will take my word for it when I say that we have had a great year. Lots of tons sold and at very healthy prices, which will continue to show through in future year's figures.

Let me close off by, firstly, thanking everyone in my team for a great effort in 2008 and secondly, on behalf of Marketing and Sustainable Development, I would also like to recognize the support and cooperation we get from all the other groups within RTEA. Despite some distractions, 2008 is shaping up really well in a whole lot of areas, and we will roll into 2009 in a great position to carry the business forward.

Business Improvement

Reducing cost of ownership while increasing production

Many of us have learned the hard way the truth behind the old adage, "The bitterness of poor quality remains long after the sweetness of low price is forgotten." For example, when you are faced with replacing a major household appliance, there are more things to consider than just the upfront cost. Other things go into the total cost of ownership, such as how long that new appliance will last (durability), how many repairs along the way that you might expect (reliability), and how much electricity you will use (energy efficiency).

When RTEA purchases mining equipment, similar estimates are made for the total cost of ownership. For the past several years, the central BIP group has facilitated improvement teams with key equipment suppliers like Komatsu and



Completing service work on Caterpillar dozers at Antelope Mine.

Continued on page 4



RTEA Recruiting works hard to build the RTEA team

The RTEA Recruiting Team works out of the Gillette office and provides staffing support for the Gillette office, Antelope, Cordero Rojo, Jacobs Ranch and Spring Creek Mines. The Recruiting Team is on pace to have a record-setting year filling RTEA's open positions in 2008. The group also provides logistical Recruiting Support for the RTEA professional recruiting and college internship program.

Since April 2008, the team has been fully staffed, which has enabled the Recruiting Team to decrease the number of open positions and to fill some very difficult staff positions in the Basin. The team, managed by Amy Clemetson, is made up of three recruiters: Sheila Harcharik (Senior Recruiter), Susan Barnes and Gary Knight (Recruiters) and Recruiting Coordinator, Tina Wigger.

The recruiting process is more complex than one would think and begins with posting and advertising all positions that need to be filled – internally and externally. Once the resumes are received, the recruiting team reviews all resumes for qualifications and begins the coordination of the interview process with site managers and site HR personnel. Once an applicant passes the interviewing process, the recruiters send out offer letters and begin the background check, physical and drug screening process to ensure RTEA is hiring the highest quality and most qualified applicants.

"The turnaround in our team's production and service is a result of being fully staffed," Recruiter Sheila Harcharik



Pictured in back, left to right, Gary Knight and Sheila Harcharik, and in front, Tina Wigger and Susan Barnes.

said. "Before, we didn't have the manpower to do all items that are required and also push programs that could recruit more qualified individuals. Now we're working on revamping projects and programs, such as the Coop Program and Electrical Apprenticeship Program, in order to build our own talent within RTEA. To recruit more trained and qualified employees has been difficult in our tight labor market and growing our own talent seems to be working well for us."

"The Recruiting Team has done an outstanding job at filling our open positions in a very efficient and timely manner this year," Paul Taylor, Vice President of Human Resources said. "The service they provide to the mine site managers is invaluable and enables our sites to produce at a very high level with quality people."

The Recruiting Team is a valuable part of the RTEA team, and we congratulate them on another successful year.

RTEA honored with two National Awards and one State Award

Rio Tinto Energy America (RTEA) was recently recognized with three awards in the community and environmental arena – on both the national and state levels.

RTEA received the National Silver Good Neighbor Award from the Office of Surface Mining and National Mining Association for successfully working with neighboring communities while completing mining and reclamation activities. Jacobs Ranch Mine was awarded the National Award for Excellence in Surface Mining for the successful reclamation and cooperative approach involved in establishing a conservation easement benefiting the Rochelle Hills elk herd.

Heidi Lowe, Community Relations and Public Affairs Manager, received the Wyoming Mining Association's Bob Peck Memorial Award for her community services through RTEA communities work. "Rio Tinto Energy America has a

strong focus on implementing community and environmental programs," said Bob Green, Rio Tinto's General Manager of Sustainable Development and External Relations. "It is important to us as a corporate citizen to have these quality support mechanisms in place for sustainable communities, the environment and our employees.

"Our goal is to positively interact with our communities while meeting or exceeding reclamation practices," said Rio Tinto Energy America's President and CEO Colin Marshall. "We are truly honored that our emphasis on corporate responsibility has been recognized on the state and national levels."

Front Cover:

Allen Hoffman (top) and Chris Snyder (bottom) work in the dispatch room at the Gillette Office.

Mine Matters

Colowyo Mine's 114 Shovel rebuild

Colowyo Mine has finished a major shovel rebuild that will help the 114 Shovel and improve the reliability in both the mechanical and electrical workings of the machine. The project was completed with no lost time injuries or medical treatment cases.

"The rebuild project came about because we had some maintenance work to do and electrical availability historically was a problem," Electrical Planner Travis Sondrol said. "The shovel would be running okay and then would start to have miscellaneous electrical problems, which would sometimes result in up to 7-day, unplanned shutdowns."

Before the rebuild began, the shovel had the same technology and main swing gear that it did when it was constructed at the mine in 1996, so technology was out-of-date and components had reached far past their expected life. Upon completion of the rebuild, approximately 80 percent of the electrical was changed out; maintenance work was conducted on the swing gear; and the propel system was rebuilt. Structural damage to the crawler frame was also found, which resulted in more unplanned downtime to the outage. However, this finding also helped to prolong

the amount of time until the next planned major outage. According to Sondrol, the project ran into challenges but there were also opportunities for troubleshooting and repairs to extend the time between major outages. In the end, all of the motions have been tested and all the tests have shown positive results.

The shovel should now provide an increase in availability and the electricians have better troubleshooting ability through its wireless remote access. The wireless access monitors the operation of the shovel and looks for fault conditions. If a concern or fault continues, the problem can be pinpointed and handled more effectively and efficiently.



New support equipment at Colowyo Mine



Colowyo Mine also commissioned a new dozer and grader to help provide more support to the coal equipment. The 24M Blade was put into production on September 25 and the 677 D1110 Dozer was on September 12.

Business Improvement

Continued from page 2

Caterpillar. These teams look for ways to reduce our total cost of ownership, including durability, reliability, and energy efficiency improvements for our extensive equipment fleets. Contracts provide incentives for equipment suppliers, but, more importantly, they develop a business partner that is more likely to purchase future equipment that meets their needs for controlling total ownership costs.

Example projects include:

- Maintenance troubleshooting guides to address areas of high parts usage,
- Operation training improvements for better utilization of equipment,
- Lower horsepower and derated engines that reduce fuel usage while still meeting job requirements,
- Reducing the time and, therefore, fuel used during turbo cooldown,
- Increasing wheel motor life through midlife inspections, and
- Reducing dozer cab noise levels.

Because of site involvement, these projects have helped to reduce our total cost of ownership. These and other projects have helped to improve our safety performance and increase our productivity.

Health and Safety

Persistence pays off . . . for safety

There will be some new and different Coach America buses transporting RTEA employees on Highway 59. The key difference will be the three-point factory-installed seat belts that will be in each of them. And the seats and belts have traveled far to make it to Wyoming.

“We searched far and wide for more than a year to find a U.S. bus manufacturer that could supply factory-installed seats with three-point seat belts but found none,” Director of Health and Safety Don Vissat said. “We kept expanding that search and eventually located the necessary seats and accompanying designed belts - but they were in Europe. We worked with Coach America to have those seats and belts shipped to the U.S. and installed on 10 new passenger buses that they acquired for exclusive services to RTEA.”

These specially adapted buses will mark the first time in Wyoming, and likely for the entire West, that large passenger buses equipped with three-point seat belts have transported coal mining personnel. RTEA is paying a substan-



tial extra expense for the services of these buses to ensure safer travel conditions for our employees.

“This illustrates our commitment to reducing risk and to going the extra mile for our employees,” Vice President of Operations Gary Rivenes said. “As part of our safety culture, seat belt use is mandatory on all RTEA mine sites to help ensure everyone goes home safely to their families every day. Use of seat belts on the new buses will be required for the very same reasons.”

Annual Refresher Schedule - January 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5 DOUGLAS C CREW	6 DOUGLAS D CREW	7 SHERIDAN A/B CREWS	8 CRAIG Cont/Day NEWCASTLE A CREW	9 CRAIG D CREW NEWCASTLE C CREW	10
11	12	13	14 GILLETTE JRM - A; CRM - C; AM - C	15 MEEKER: A&D&DAY GIL: JRM - C; CRM - B; AM - D	16 CRAIG C CREW	17
18	19 DOUGLAS A CREW	20	21 SHERIDAN C/D CREWS	22 NEWCASTLE B CREW	23 CRAIG B CREW NEWCASTLE D CREW	24
25	26 DOUGLAS B CREW	27 GILLETTE AM - A/B CREWS	28 GILLETTE JRM - B; CRM - D; AM - D	29 MEEKER B&C&DAY GIL: JRM - D; CRM - A; AM - C	30 CRAIG A CREW	31

Locations

Colorado: Craig - Holiday Inn & **Meeker** - Fairfield Center
Douglas - Wyoming State Fairgrounds, Cafeteria
Newcastle - Weston County Senior Center
Gillette - Energy Hall, Cam-plex
Sheridan - Holiday Inn

Color Key

Antelope Mine
Colowyo Mine
Cordero Rojo Mine
Jacobs Ranch Mine
Spring Creek Mine

Successful Hunts

RTEA employees and dependents share their Fall 2008 hunts



Mike Robbins from Cordero Rojo shot this bighorn sheep from Area 7 (Hoback Canyon) on September 12.



Katie (Beutler) Shannon, daughter of Gregg Beutler of Spring Creek Mine, harvested this antelope on private property on October 4 in Sheridan. His green score was about 70.



Hank Phillippi, Spring Creek Mine, with his bull, taken in the Bighorns on September 8.

It's Hunting Season!!!

Time to share your pictures!!!

Email them to RTEAGilletteCommunications@riotinto.com or mail a copy to Sustainable Development Group, PO Box 3009, Gillette, WY 82717.

Be sure to include hunt information, such as names, hunt location and your RTEA work site.

Winter Safety Tip: Prepare your vehicle for winter

The Department of Health and Human Services recommends the following for preparing your vehicle for winter:

- Get your vehicle winter-ready and have maintenance services regularly or as often as the manufacturer recommends.
- Service the radiator system and check the antifreeze level.
- Replace windshield wiper fluid with a wintertime mixture.
- Winter-ready your tires - replace any worn tires and check the air pressure in all tires.
- Keep your gas tank near full to help avoid ice in the tank and fuel lines.

Prepare a winter survival kit for your car with the following items:

- blankets
- first aid kit
- a can and waterproof matches (to melt snow for water)
- windshield scraper
- booster cables
- road maps
- mobile phone
- compass
- tool kit
- paper towels
- bag of sand or cat litter (to pour on ice or snow for added traction)
- tow rope
- tire chains (in areas with heavy snow)
- collapsible shovel
- container of water and high-calorie canned or dried foods and a can opener
- flashlight and extra batteries
- canned compressed air with sealant (for emergency tire repair)
- brightly colored cloth



Source: www.bt.cdc.gov/disasters/winter/guide.asp#car.

Community Matters

Continued from page 8

families and community leaders to learn, get well and lead productive and responsible lives.”

Cordero Rojo Mine General Manager Joe Vaccari currently sits on the Personal Frontiers Board of Directors. “Joe Vaccari adds a great perspective from inside both Personal Frontiers and Rio Tinto that continually contributes to the success of the programs and services at Personal Frontiers,” Board President Jay Mahylis said. “As Board President of Personal Frontiers, I cannot thank Rio Tinto and all its employees enough for their generosity towards our organization and the families we serve.”

For more information on Personal Frontiers please contact Jennifer Kinnan at 307- 686-1189 or by email jennifer@personalfrontiers.com. Visit their website at www.personalfrontiers.com.

Front Page

Dispatchers at work in the Gillette office

Continued from the front page

ing outside of its normal parameters (such as a high engine temperature), the dispatcher contacts Maintenance at the specific site so they are aware of the issue.

Hoffman added, “We’re able to see what equipment is being used – what’s up and what’s down. This helps increase efficiency because we know what needs to be done.” Hoffman has been with RTEA for four years and began at Jacobs Ranch Mine as an equipment operator. He’s been a dispatcher for approximately three months.

Snyder also came from Jacobs Ranch Mine with eight years of experience with RTEA. He’s been a dispatcher for three years and before that he drove a water truck. Klein has almost 18 years experience as an equipment operator and has been a dispatcher for two years.

By centralizing the dispatchers in one location, RTEA is able to minimize costs and has the added benefit of technical support. The dispatchers follow a regular 28-day rotation, so they are able to work with the same crews and operators on a consistent basis.

New hires and retirees September 1 - September 30

Antelope Mine

Pat Burgen
Michael Chittick
Robert Domogalski
Chris Greear
TJ Kahler
Jeffrey Philo
Timothy Wells

Colowyo Mine

John Brunn
Andrea Duran
Christopher Fross
Angus McIntosh
Rhonda Newberry
Tim O’Neal
Karen Price
Nathan Scheele
Michael Steele

Cordero Rojo Mine

Kirk Babcock
Justin Cowley
Skip Dean
Michael Isbell
Muhammad Khan
Travis Melling
Sarah Nielsen
Vanessa Schlidt
Robert Tomac
Lindsey Watson

Jacobs Ranch Mine

Kelly Bellipanni
Colton Cummings
Will Dunn Jr.
Don Ellingson
Graham Erickson
Ulyesses Evans
Mike Hammond
Roy Jones
Michael Pederson
Kathy Sackett
Jerry Schuldies
Travis Unterseher

RTEA

Jesus Acuna
Bruce Berges
Rick Law
Mark Sell
Michael Trainor

Spring Creek Mine

Cody Schultness
Eddie Shannon
Stephen Swett

Retirees

Colowyo Mine

Kenneth Copeland

Community Calendar

Gillette

November 19-23, Festival of Trees, Cam-plex, Energy Hall

December 6, Gillette Children’s Christmas Party. (Tickets will be required this year. Look for RSVP ticket forms in the mail.)

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.



PRSRRT STD
U.S. POSTAGE
PAID
Aberdeen, SD
PERMIT NO. 200

Rio Tinto Energy America
505 South Gillette Avenue • PO Box 3009
Gillette, Wyoming 82717-3009
(P) 307.687.6000 • (F) 307.687.6015
www.rtea.com

Miners in Motion is printed monthly by Rio Tinto Energy America. Please send questions or comments to: Sustainable Development, PO Box 3009, Gillette, Wyoming 82717 or RTEAGilletteCommunications@riotinto.com.

Community Matters

RTEA supports substance abuse treatment through programs such as Personal Frontiers

Since 2006, Rio Tinto Energy America has partnered with Personal Frontiers, a substance abuse and treatment center. With its team of counselors dedicated to promote a lifestyle of recovery, Personal Frontiers is helping our community overcome substance abuse and addiction. Personal Frontiers is located primarily in Gillette but also serves the Newcastle, Douglas and Wright communities.

“As drug and alcohol abuse and use continues to plague the communities in Campbell, Crook, and Weston Counties, it is the focus of Personal Frontiers to address these social ills with the utmost care and professionalism,” Board President Jay Mahylis said. “[We] provide services to all individuals who walk through our doors regardless of their ability to meet their financial obligation and responsibilities.”



Microsoft Clipart

RTEA contributed \$10,000 to Personal Frontiers in 2008 to help expand their programs. One such program is the Equine Therapy Program, which promotes emotional growth in patients through their work with horses. Clients can gain insight into their feelings, behaviors, boundaries, and stumbling blocks to recovery by interacting with a horse. The process involves beginning a relationship on the ground, working on nurturing that relationship, and may or may not include actual riding in a contained area.

“Rio Tinto with their leadership attitude and financial support is meeting us to address the community’s and the individual’s denial through education, treatment and support,” Executive Director Marty Huckins said. “This continues to help our clients, their

Continued on page 7

Contributing Writers: Jim Orchard, RTEA; Steve Whites, Antelope; Doug Lambert, Cordero Rojo; Kay French, RTEA
Editor and Graphic Design: Becki Dale, RTEA