

# Miners *In Motion*

**PROVIDING FOR TODAY,  
PROTECTING FOR TOMORROW**

## **Mine Site Spotlight: Antelope Mine**



Antelope Mine commissioned a new lowboy in mid-August, with a bigger capacity truck that is mechanically driven. The combined truck and trailer can now haul a total of 250 tons versus 200 tons with the previous hauler. This upgrade enables the mine to move support equipment faster with lower costs.

A lowboy is used to haul support equipment, such as drills, track hoes and dozers, to different parts of the mine. By doing this, it saves hours of lost production and wear and tear on the equipment. For a dozer preventative maintenance (PM), it may take two hours to drive the dozer to the shop and two hours back out to the pit. On top of that,

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# Letter from the President

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**Colin Marshall - President and CEO**

I would like to first comment on the sale process. You have probably seen our many interested bidders touring the sites. I am pleased to say the site visits went very well with all the mines looking really good. Many of the visitors were very complimentary of the mines and the professionalism of the employees they met. To all those involved, thank you for doing such a good job representing the company and your mines. The other divestment course of possibly floating our mines as a new company, Cloud Peak Energy, is also progressing well. There is an amazing amount of work going on to be able to float the company if Rio Tinto decides it wants to go ahead with an IPO. I continue to be impressed with your professionalism and dedication in light of many unknowns and uncertainties. Thank you for your hard work and patience. As I commented in my last letter to your homes, please share any questions or concerns with your supervisor or send them by email to [reagillettecommunications@riotinto.com](mailto:reagillettecommunications@riotinto.com). Our communications, both internally and externally, continue to be regulated by the requirements around the IPO S-1 filing and to do with confidentiality required for the trade sale. As much as we are allowed, we will address any issues directly or through our updates.

Year-to-date performance is going well. July, August and September (so far) have been very good production months for all the mines. It is quite telling that when many of the people in Gillette are otherwise occupied, the mines have run so well. Year-to-date earnings are above plan even with the impact of high diesel and explosive costs. It is remarkable to see our business continuing as normal when there is so much uncertainty in the US and world financial markets. That said, we are facing lots of cost pressures and need to continue to improve our operations wherever we can. As normal, all

improvement ideas are welcome, so please make sure you are putting them forward to make our business better.

Our safety performance is an area of concern. To date, our All Injury Frequency Rate is 1.04 compared to our target of 0.88. We have had twenty-four recordable injuries so far this year. Fifteen of them have been to contractors, and eleven have involved injuries to hands. The last two involved crushing fingers in the door to a locomotive and a rubber-tired dozer. Please make sure you are thinking about where you put your hands. Gloves won't save you if a door slams on your finger as too many employees and contractors have realized. It is important to recognize the hazards involved in the task you are performing, however simple. Remember, it is your duty to yourself and your colleagues to speak up to let someone know if you see something that is unsafe. Thinking and communicating are key factors in preventing accidents.



I'm afraid my free time has been limited, like quite a few other people this summer, but my family and I were able to spend some time camping and fishing during August which was great fun. I hope you are enjoying our beautiful fall weather. The snow will be here before we know it, so it is the right time to start getting our vehicles and homes ready for winter. There will be plenty of time to watch the NFL when it is too cold to go outside. For those of you who are bow hunting or looking forward to the rifle season, good luck and stay safe; it is not only hazardous for the animals out there.

## Business Improvement

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### Antelope Mine Maintenance Planners improve contract cost management

Let's say that you are thinking about a do-it-yourself home improvement project. You might ask yourself: Do I have the right tools and expertise to do the job safely? What's my time worth? Can I save money doing it myself? You might hire some help or you may decide that you can do it yourself, keeping those dollars in your pocket. Recent projects show how Antelope Mine maintenance planners make those same decisions.

Contractors are an integral part of our business. Managing those contracts and looking for improvement opportunities is important for the efficient operation of Antelope Mine. Two recent projects highlight steps taken in support of good contract cost management:

The **Drill/Dragline/Shovel (DDS)** team investigated alternative ways of completing equipment cleanup work. According to Michelle Edwards, DDS maintenance planner,

"Contract costs appeared high in comparison to what a study showed we could accomplish in-house." Equipment was purchased and a team hired to complete cleanup. This has saved Antelope Mine about \$30,000 each month since the project started in January 2008.

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Equipment was purchased in order to more efficiently complete equipment cleanup work.



## Operate for Reliability continues to reduce costs and improve performance



The Improving Performance Together (IPT) process identified seven areas to monitor in haul trucks, which would help decrease maintenance costs and improve production. The seven areas included over speeding, over shooting, driving with the dump bed up over 8 miles per hour (mph), park brake applied over 0.3 mph, service brake applied over 8 mph, and wheel motor stalling or spinning.

Antelope Mine Production Planner James Chadwick explained that the process of measuring these areas is a

good start but there is one more step needed in order to see improvement: communication. Communicating to the operators and supervisors continues to be the key to seeing positive changes. Along with monitoring the seven areas through the MineCare system at dispatch, a scorecard and feedback regime helps to coach operators on what needs to be improved and even what is being done well.

“We’ve seen a dramatic increase in improvement with the scorecard and feedback system,” Chadwick said. When the program began, two problem areas identified were over speeding and driving with the dump bed raised. These events were averaging 2.5 times per hour. As of mid-September, the events only occur 0.3 times per hour. The cost savings for the first six months have been approximately \$185,000.

Presentations have been given to crews that explain the overall Operate for Reliability program. Employees were told how expectations on performance are set and monitored through the MineCare system at dispatch. Targets are reviewed every quarter and then are reset for the next quarter in order for improvement to continue.

*Continued from Front Page*

wear and tear also occurs on the dozer undercarriage as it is being driven to the shop. The lowboy cuts down on the time it takes for the PM and the wearing down of the dozer undercarriage, which essentially will save the mine thousands of dollars.

A small group of employees have been trained on driving the lowboy in order for the truck to run more efficiently and reliable over a longer period of time. When operating the truck, there are extensive procedures and steps that must happen in sequence in order for the truck to operate correctly. When the procedures are consistently followed, downtime is limited and the lowboy will run longer.

Truck Planner Mike Ratcliff was the project coordinator and Student Intern Ben Hawks assisted. The contractor Toe Haul developed the plans and, with the help of Antelope Mine maintenance, assembled the hatch for the lowboy.

This is another great example on how Antelope Mine is working to improve efficiency and costs.

## Antelope Mine donates ambulance to the Converse County Search and Rescue Squad



Pictured from left to right - John Owens, Larry Deines, Tim Ricker, Sheriff Clint Becker, Rose Becker and Bob Curtis

Antelope Mine donated an ambulance to the Converse County Search and Rescue. According to the *Douglas Budget*, Search and Rescue responds to 10-12 calls per year and responds to other calls in neighboring counties. Earlier this year they responded to a drowning at Glendo Lake in Platte County.

# Youth and Our Communities

## RTEA contributes to the 4-H and FFA youth organizations

Rio Tinto Energy America believes in today's youth and August is the time of year when the company supports the youth who participate in 4-H and FFA. The following RTEA work sites participated in county fairs or contributed money to youth organizations:

**Antelope Mine** Purchased two market hogs, one market lamb and one market steer at the Converse County Fair in Douglas, Wyoming. The meat will be awarded to employees.

**Colowyo Mine** contributed \$500 to the Moffat County Fair for the benefit of all youth.

**Cordero Rojo Mine** purchased three market hogs from RTEA dependents and donated the meat to the Council of Community Services and Soup Kitchen.

**Jacobs Ranch Mine** purchased one market hogs at the Weston County Fair. The meat was awarded to employees through a mine-wide drawing.

**Spring Creek Mine** purchased two market steers, six market hogs, three market lambs and three turkeys at the Sheridan County Fair. The meat will be awarded to employees through a mine-wide drawing.

**Gillette Office** purchased three market hogs from RTEA dependents and donated the meat to the Council of Community Services and Soup Kitchen.



Heidi Lowe, Community Relations and Public Affairs Manager, delivers meat to the Council of Community Services Soup Kitchen. RTEA and Cordero Rojo Mine donated the meat from the market swine purchased at the Campbell County Youth Livestock Sale in August.

## Annual Refresher Schedule - January 2009

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

### Locations

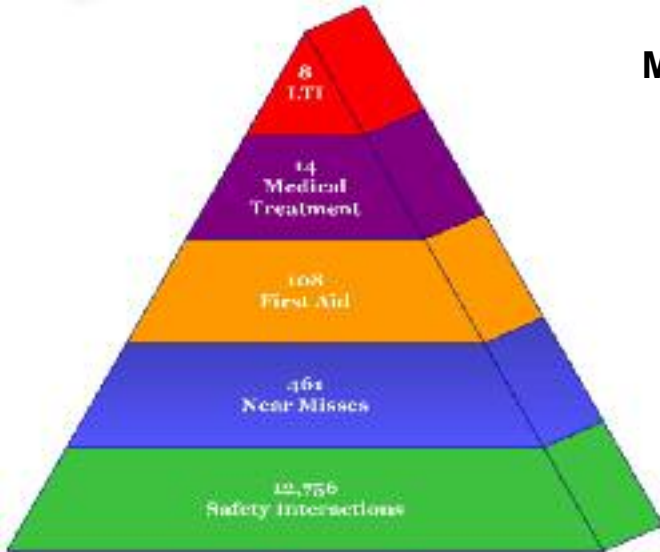
**Colorado: Craig** - Holiday Inn & **Meeker** - Fairfield Center  
**Douglas** - Wyoming State Fairgrounds, cafeteria  
**Newcastle** - Weston County Senior Center  
**Gillette** - Energy Hall, Cam-plex  
**Sheridan** - Holiday Inn

### Color Key

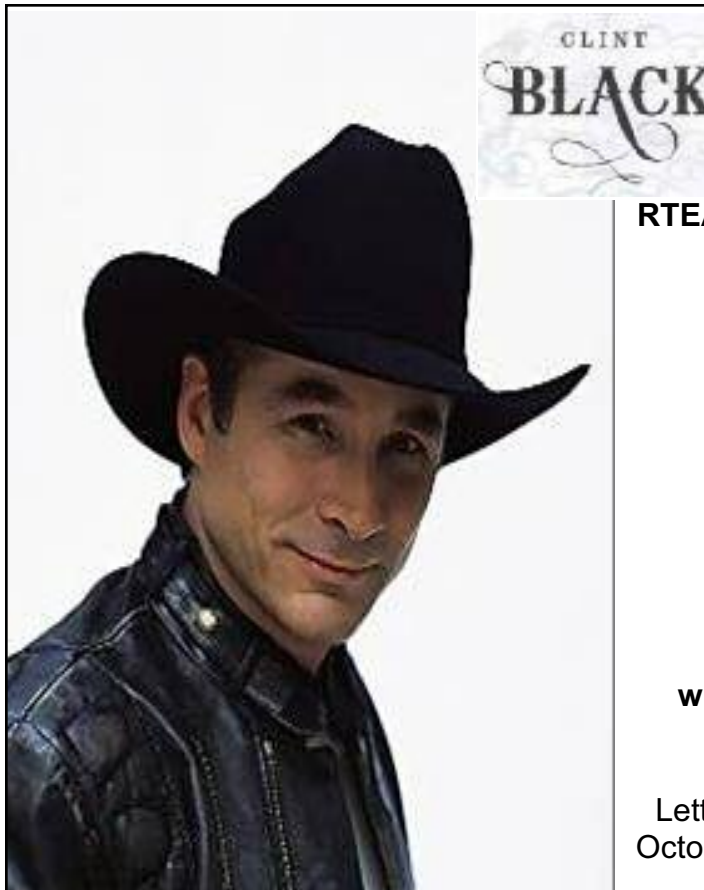
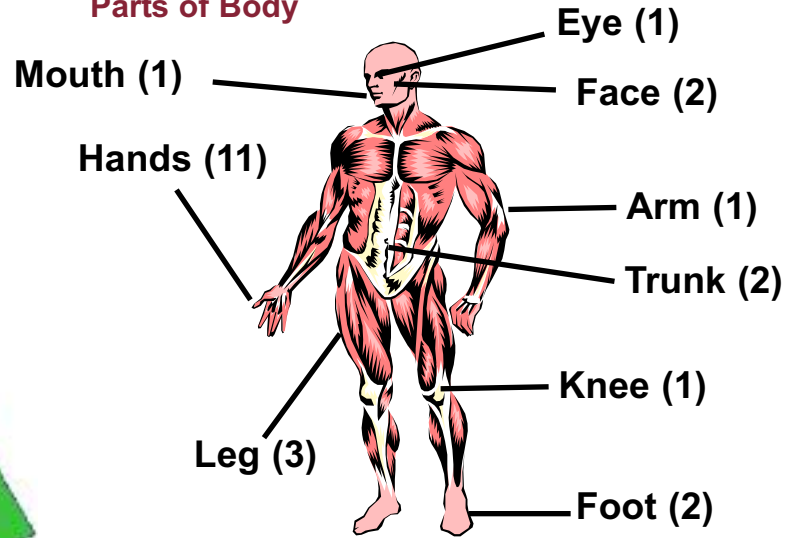
**Antelope Mine**  
**Colowyo Mine**  
**Cordero Rojo Mine**  
**Jacobs Ranch Mine**  
**Spring Creek Mine**

# Health and Safety

As of August 31, 2008



## All Recordable Injuries Parts of Body



## *RTEA Holiday Celebration*

RTEA is proud to announce the performance of the award winning country music artist

**Clint Black**

for our holiday celebration.

Concerts will be held on  
Wednesday, January 14, 2009

&

Friday, January 16, 2009

with one performance each evening at the  
Cam-Plex Wyoming Center in Gillette.

Letters will be mailed to employee homes in late October. **RSVP deadline is Friday, November 14.**

**It's Hunting Season!!!**

**Time to share your pictures!!!**

Email them to [RTEAGilletteCommunications@riotinto.com](mailto: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.

# Employee Matters

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## RTEA Mine Rescue Teams compete at the 2008 International Mine Rescue Competition



Twelve teams competed in the 2008 International Mine Rescue Competition held August 21-23. Cordero Rojo Mine took 7th place, Jacobs Ranch Mine placed 8th, Spring Creek Mine placed 9th and Antelope Mine took 10th.

The first day of competition provided training for each team member followed by a day of testing on rope rescue, first aid, firefighting and teamwork.

The final test came on the third day when each team responded to a simulated mine disaster and was then scored on their ability to make the area safe, locate and treat injured personnel and transport the injured to waiting ambulances.



“On the scene was a explosive device under a bag,” Jimmy Jannetto, Jacobs Ranch Mine Health and Safety Manager said. “Fifteen minutes into the scenario, another explosive device went off if the teams did not find the device on the scene. Only two teams found the device out of the twelve – Cordero Rojo and Spring Creek mines.”



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### Continued from page 8 Jacobs Ranch Mine receives bond release

regulations are adequate to ensure sustainable reclamation for the designated post-mining uses. As one of the more recent recipients of Phase 3 Bond Release, the mine has been in the position to help the WLQD shape the verification requirements for future bond release packages.

Jacobs Ranch has always been known for their quantity of reclamation, but the recent approval of Phase 3 Bond Release illustrates the quality of reclamation. This bond release is a tribute to the Jacobs Ranch employees and management of yesterday and today.

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### Continued from page 2 Business Improvement - Antelope Mine

Recent **Defect Elimination (DE) improvements** were made for engine lights and turbo failures on haul trucks. The DE team found that we needed more engine troubleshooting support to address these issues.

“Committing to a full-time onsite mechanic allowed us to negotiate lower rates for labor, travel, and supplies,” Mike Ratcliff, Truck Maintenance Planner said. “Without these lower rates, we would spend about \$15,000 more per month.” The dedicated engine troubleshooting and repair assistance also enables better support for engine DE projects, saving repair costs and reducing production downtime losses.



## Car Seat Program

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

Qualifying children are newborn dependents of employees.

To order your car seat or for questions about eligibility, please contact Tonya Simpson  
687-6044 or  
tonya.simpson@riotinto.com

### IMPORTANT INFORMATION

This publication includes "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical facts included in this publication, including, without limitation, those regarding Rio Tinto's financial position, business strategy, plans and objectives of management for future operations (including development plans and objectives relating to Rio Tinto's products, production forecasts and mineral positions), are forward-looking statements. Forward-looking statements are based on numerous assumptions and involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of Rio Tinto, or industry results, to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements.

**Benefits:**  
**Open Enrollment Dates:**  
**October 20 - November 14**

*Watch for information that will be mailed to your home.*

### Community Calendar

#### October

**Douglas**  
October 24, Octoberfest

**Meeker**  
October 31, ERMB Pumpkins, Eats & Treats

**Gillette**  
October 4, Habitat for Humanity Pumpkin Festival, Cam-plex  
October 15, Coalition Family Health Center Grand Opening, Best Western Towers West  
October 25, Chili Cook-off, Cam-plex

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.

### New hires and retirees

#### August 1 - August 31

|  |  |
|--|--|
| <b>Antelope Mine</b><br>Alden Donston<br>Karl Guenther<br>Mischelle Mettler<br>Craig Pfaff<br>David Quade<br>Omari Shiver<br>Nate Weinand              | <b>Jacobs Ranch Mine</b><br>Weston Bock<br>Brenda Green<br>Dave Kiesling<br>John Loux<br>Shane Styles<br>Bob Whitney         |
| <b>Colowyo Mine</b><br>Lanore Eisenhauer<br>Ed Koucherik<br>Eric Moore<br>Raymond Pfister<br>Chris Potgieter<br>Fabian Romero                          | <b>Spring Creek Mine</b><br>Eric Detmer  |
| <b>Cordero Rojo Mine</b><br>Dustin Gonzalez<br>Kelly Hanson<br>Zachary Mader<br>Allison Maloney<br>Jose Martinez<br>Andrew Redfield<br>Len Stark-Scott | <b>Retirees</b><br><br><b>Colowyo Mine</b><br>Donald Guthrie<br>George Howey<br><br><b>Cordero Rojo Mine</b><br>Bruce Miller |



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*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](mailto:RTEAGilletteCommunications@riotinto.com).

## *Sustainable Development*

### **Jacobs Ranch Mine receives Phase 3 Bond Release on Section 7**

On August 27, 2008, Jacobs Ranch Mine received Final Phase 3 Bond Release from the Wyoming Land Quality Division (WLQD) on 216 acres of reclaimed lands in Section 7. Final Phase 3 Bond Release is the complete jurisdictional and monitory release of reclaimed mine lands. Jacobs Ranch successfully proved the reclamation in Section 7 was equal to or better than pre-mining conditions.

Jacobs Ranch initially disturbed the Section 7 lands in 1984, and started reclamation efforts in 1986. Section 7 lies within the boundary of the 2007 Rocky Mountain Elk Foundation Easement area, where the mine agreed to set aside 970 acres of deeded lands (including reclamation) for the Rochelle Elk Herd. The reclaimed lands were deemed crucial winter habitat by the Wyoming Game and Fish and are



*Darryl Maunder, RTEA Manager of Environmental & Regulatory Affairs, and Jeremy Hayes, Jacobs Ranch Environmental Engineer, stand on reclaimed land in Section 7.*

preserved in perpetuity from future development. The unique thing about Section 7 was that the pre-mine land was not ideal elk habitat, but the resulting reclamation is. This speaks volumes about the reclamation practices and the commitment to sustainable development and the legacy Jacobs Ranch will leave behind. The Rochelle elk herd is approximately 600 head strong and continues to thrive in the area.

In total, Jacobs Ranch Mine has reclaimed 58 percent of all lands disturbed and currently has 2296 acres under Phase 1 Bond Release, 2107 acres under Phase 2 Bond Release, and 279 acres of Phase 3 Bond Release. The mine also has another 862 acres pending Phase 3 Bond Release. Bond release is an important goal not only for industry, but also for the regulatory agencies. Bond release verifies that the existing rules and

*Continued on page 6*

**Contributing Writers:** Colin Marshall, RTEA; Steve Whites, Antelope; Doug Lambert, Cordero Rojo; Sandra Knopp, Jacobs Ranch; Jeremy Hayes, Jacobs Ranch. **Editor and Graphic Design:** Becki Dale, RTEA