

Exhibit E

2/1/2019

To Whom It May Concern

Honorable Judge Jones and Westmoreland Coal

This week I received a letter from Westmoreland Coal Elizabeth Martinez about Cessation of Benefit as of March 10 2019. I have a couple questions that I would hope could be explained.

I worked 39 years at the Kemmerer Mine believed I earned my benefits that were included in our wage agreement. As I said agreement by both Union and Company neither side forced to agree or sign. The Company through just bad management has now placed us all in a very troubling position.

My first question is how can this Company send me a letter stating that my benefits would be ended in March without a court hearing or even a decision after a hearing on the matter?

Second How can the Court allow Company to send out letters and just create and cause more unease going on in our communities without holding them to a legal standard. I believe this court should admonish the company and send a letter of apologies to all participants.

As I said 39 years worked in subzero temps worked in rain and snow. Hot days gave up watching my children participate in school activities and this is what I get to look forward to a Company cheat my family out of what we worked so hard to earn and to have as part of life when retired. Please Your Honor keep the retirees in your thoughts put us above all else we have earned what little we receive.

Robert Clarke

Kemmerer,Wyo.

Tanya Henrie

From: Kenneth L. Linville <kodiakcal.kll@gmail.com>
Sent: Monday, February 4, 2019 2:21 PM
To: TANYAUMWA@emerytelcom.net
Subject: Re: To whom it might concern

On Mon, Feb 4, 2019, 11:54 AM Kenneth L. Linville <kodiakcal.kll@gmail.com> wrote:

My name is Kenneth L. Linville, and I started working at the Elko-Sorenson Coal Mine on May 16, 1977 as a laborer, and I retired January 31, 2012 giving me 35 + yrs of service.

I operated many different types of equipment, also during that time I operated both Elko and Sorenson tipplers. I went to work everyday to help my company to be profitable and to remain competitive in coal industry including a mine mouth fed power plant. When the mine sold I retired from Elko-Sorenson on January 31, 2012, the mine was very profitable.

I DO NOT feel I should lose my retirement or ANY PART of my retirement, because of the poor way the Elko-Sorenson mine is being operated.

All the way through my life I tried to live on what I made, and looked towards retirement, and what the Elko-Sorenson would pay into my retirement.

Now 7 yrs. after my retirement I find myself wondering what will happen to my retirement!! This is something I never prepared for, who can!!

I NEVER worked one SECOND for Westmoreland Coal Co. I would hope my retirement should STAND! and I should get to keep receiving my retirement check in full.

Sincerely Kenneth L. Linville

February 3, 2019

To The Honorable Judge Jones:

My name is **Brett Grunig** and I currently and employed at **Westmoreland Coal Co** in **Kemmerer Wyo.** I have worked at this mine for **39 years and 8 months.** Recently **Westmoreland** sent me a letter dated **January 23, 2019** stating that my **Elkol Sorenson Mine Pension Plan** will be **frozen and is being turned over to the employee Retirement Security Act.** I am **appalled** at the **greed of the CEO's and leadership of Westmoreland Coal!** They gave **themselves millions of dollars in raises, millions of dollars in bonuses;** with no thought at all of **us the workers.** I **feel** your honor they are trying to make **the decision of my pension and my benefits for you by sending me said letter and you have not yet ruled or made a decision in this matter.**

As **someone** who upholds and honors the law I am asking you for justice for my hard work and for my retirement. For **39 years** now I have looked forward to my pension in my later years and **being able to enjoy it and that is how it should be.** I am currently **59 years old** and having there for **39 years** it is evident that I started working there at a **very young age.** The owner of the mine at the time I was hired was **John Kemmerer** and in the early **1980's** he and his family **decided** to sell the mine and he **told us** at that time he found a reputable buyer ant assured us that our retirement and benefits would be **set up and taken care of properly.** **Gulf Oil** purchased us and both our pension and our wages grew and it was a thriving success. Later on **Chevron Mining** bought our mine and pension continued to grow and stayed with **Chevron.**

In the **past 6 and one half years** **Westmoreland** has operated this mine and with their poor management of money the **Kemmerer mine** still has **been profitable for them.** Your Honor in one of the court proceedings in your courtroom I **heard them lie to you** telling you that it was **illegal to give us employee's bonuses** and that **we are "non-valued employees"** however when working under the **same contract** with **Chevron mining** we **received bonuses** yearly based on our safe practices, **our performance,** and return on capital. **These types of lies** sicken me. I have worked many hours, **volunteered to work many overtime hours** away from my family to **keep this mine profitable.** I cannot **believe that that one company can be so dishonest and unethical by trying to take away my pension and medical benefits and get away with it.**

On one occasion in your court room Your Honor you **told me that "we would not have to look over or shoulder or worry about our future".** I want you to know how **sincerely gratefully** I am to you for that statement and I am asking you to **make them responsible for our retirement and for hard earned medical benefits both for us and for our previous brothers and sisters who have previously retired.** Many prayers have been said in your behalf to **up hold justice and ethical business practices** on our behalf. Please Your Honor uphold justice in an honorable, ethical and respectable way. Thank you for your time and effort on our behalf of us miners in the **Local 1307** in **Kemmerer Wyoming.** Sincerely **Brett Grunig**



To the Honorable Judge Jones:

I have worked at the Kemmerer Mine for over 45 years. For thirty of those years I pumped water from the bottom of the pits. In extreme weather conditions such as -45 below 0 to 100 degrees in the summer. During all my years we have taken wages below industry standards to keep our medical plan, build a retirement, and have medical benefits when we retire.

I have two friends that I have worked with who retired after nearly forty years. One found out that he had cancer and had to have medical treatment, the other had to have heart bypass surgery. Both thankfully were covered by the current medical plan that they had earned by the years of service they had provided the mine. Neither of these miners qualified for Medicare because of their age and would have faced financial ruin had it not been for the earned medical benefits under the Collective Bargaining Agreement. Most pensions for 40 years are around \$2,000 a month, barely enough to make ends meet. Without their retirement and medical benefits most will suffer greatly.

I sat on the negotiating committee in 2012 with Westmoreland, they were so happy to sign a six year agreement. Then in 2018 they wanted an extension first for 3 months, then for a year. We did this to keep the mine profitable and the men working. During talks the company pension and medical representative gave some figures for the costs. For 2017 the pension cost was 1.2 million, for the retirees medical it was \$780,000. This company has profited more than \$40 million each year they have owned the mine. The bonus for just the President in 2018 was \$1,000,000. for the rest of the top executives it was over \$10,000,000. All of this was done shortly before the company filed for bankruptcy.

I sat in your courtroom when you gave bonuses to company management. The money problems this company has, is not because of the working men and women at Kemmerer, but for the decisions of upper management. In August of 2018 we met with the company to try and fix the production at the mine. They had operated the mine without sufficient number of employees and had a goal to move more overburden at 29,000,000 yards, the most ever produced in the history of the mine. The men agreed to meet that goal by working longer hours and added an extra shift on Saturday nights to meet that needed goal. I have a hard time thinking that a company that is facing financial problems of this magnitude are given these bonuses and yet the hard working men and women who worked so diligently to help the company meet their goals and sacrificed so much for this company are now faced with motions before the court to take away their benefits and reduce wages. I am at a loss for words to think how my brothers and sisters are feeling at such a travesty. To me it is unconscionable. The cuts they are asking for will be a loss of around \$25,000 for working miners. On January 23, 2019 a letter was sent to all pension planned participants from Elizabeth Martinez (head of HR) that they would freeze their pensions and would not accrue any further benefits under the plan on or after March 10, 2019. They are not even waiting for a decision from the court. I shudder to think the impact this will have on the retirees if their medical and possibly their pension benefits are cut.

In the Patriot Coal bankruptcy case the judge ruled cuts have to be across the board (management and employees). I therefore ask you to deny the companies motions to remove the Collective Bargaining Agreement, but enforce it. They have the right to fair bargaining under the National Labor Relations Act. They have done so in the past. I would ask you to direct them to do so when the extension runs out in August of 2019.

Sincerely,

Martin Argyle

2-2-2019

RE: Case #118-35672

To Whom it May Concern,

I'll start by introducing myself. My name is Elbert Lee Harmon. I am a retiree from the Kemmerer Mine owned by Westmoreland Coal Company in Kemmerer, Wyoming. I have been following these events since they started, by going online to the Westmoreland/Donlin, & Recano website that shows all the actions taking place with the bankruptcy. I have read all the letters written by my brothers and sisters that are concerned about the outcome of this process and have asked the Honorable David R. Jones to do the right thing. I agree with all that has been written to the Honorable David R Jones. I want to start by giving a history lesson on what I know about the things that I have had the opportunity to be a part of. A lot of the things that have been promised over my 41 plus years of service to the Kemmerer mine. I started in the mine on February 21, 1977 and retired on March 27, 2018 after many years of hard work, was able to raise a family and take care of aging parents. I wasn't going to respond on this bankruptcy of Westmoreland but when you have had enough you have to say your peace. When I received the letter of January 25, 2019 from Donlin, Recano and Company Inc. with the notice of cessation of benefit accruals for the Westmoreland Elkol – Sorenson Mine Pension Plan that's what broke the camels back!! I say this, that maybe the Honorable David R Jones may read this and understand when I talk about my history lesson, he may understand how I know these things. I have been a Union member for 41 plus years and very proud to be a UMWA member. In 1987 I was asked by a dear friend John G Vilos to get involved with the Union, so I did and was Safety Chairman from 1987-1990, then in 1990 I was Vice President and worked with that dear friend John G Vilos. Later health issues for John gave me the opportunity to run for the Presidency for what was a 20 plus year opportunity. Over the 20 plus years I was able to be on negotiating team for all contracts from 1990 to 2012. The 2012 that was done with Westmoreland Coal Company. The benefits in the collective bargaining agreements have been accomplished even through the strikes in 1987 and 2000. But we came thru them and both parties came to agreement and signed off on them. We didn't get all we asked for and neither did management, but both parties always honored the agreement till this bankruptcy with Westmoreland, now back to the history lesson. When Westmoreland bought the Kemmerer Mine from Chevron, they assumed the collective bargaining agreement. During the sale Chevron took responsibility for retirees medical to that date and to this day still honor that obligation. Westmoreland assumed all pension responsibility for all past and current retirees. The point I am making is that they took the obligation and signed off on it and should be accountable. When they assumed these obligations from Chevron the pension fund was 100% funded meaning the other companies, I have worked for stood up to the obligation to the retirees that have given sacrifices for the company and made the mine to be continuously profitable by millions of dollars. I read the letter from Douglas Plaisted to you the Honorable David R Jones to uphold his mothers' pension and medical benefits. This family lost their husband and father on October 12, 1993 by an accident that happened on our mine. I was there that night and will never forget that night. It took hours to recover the body of a fallen brother. If anyone of

us that are good Christians allow this to happen shouldn't be able to look at themselves in the mirror. As Local President for those 20 plus years I have had the opportunity to get very close to these retirees. I've gone to many funerals and prayed over them, fought for their rights. What I am saying Judge Jones these are honorable men and women who have worked hard all their lives and were promised a pension and medical benefit for their hard work. I look back at the time in 2012 when I had the opportunity to negotiate the contract, at that time I had the opportunity to negotiate with Westmoreland's Doug Goodheart who was their HR Manager and Randy Johnson, the mine manager. I had gained a great respect for these men because I thought we worked hard to accomplish what was best for both parties. Over the next six years I worked with Doug Goodheart on many issues and grievances at the mine, we shook hands always no matter what the out come was. I believed we were doing what was right for all those involved. It wasn't till I read the Exhibit 5 of the Court Dockets that Mr. Doug Goodheart had testified to that was needed for Westmoreland to survive. If these things were to important why did he not bring them up and fight for them in the previous contract. I have lost all respect for Mr. Doug Goodheart for not being honest in his dealings with me and the UMWA during negotiations. I ask you the Honorable Judge David R Jones to protect the rights of the members and retirees who work and have worked for Westmorland Coal Company. I pray for you to our Lord and Savior for guidance in your decision. If I can help you with more history about the Kemmerer Mine, I would be happy to.

Respectfully Yours,

A handwritten signature in cursive script that reads "Elbert Lee Harmon". The signature is written in black ink and is positioned below the "Respectfully Yours," text.

Elbert Lee Harmon

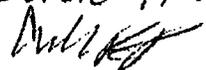
UMWA member of Local 1307 Retired

In the Honorable United States

Dear Sir,

My name is Cullen Price and I have been employed at The Kemmerer Mine for fourteen years. When my wife and I decided to take this job I received a decrease in pay because my wages were lower, but the benefits I was going to receive made up for that every reason I choose to accept this position. Westmoreland is proposing to take away and then some. What these so called corporate "leaders" are trying to do to the workers at Westmoreland is an outrage and very unethical. The Kemmerer Mine has been very profitable over the years and nothing can be said of it except about the six plus years that Westmoreland has owned us. Westmoreland has proposed to us and to you that the Kemmerer C.B.A. be thrown away basically and for us to accept some terms that are nothing short of appalling. They have proposed that we not only take a cut to our medical but want to completely stop all medical for people that gave everything they had to this mine for 30, 40, and sometimes 45 years to me that is just morally wrong. They are also proposing we take cuts in pay, days off, how we are paid all the while they give bonuses to the "leaders" and valued employees. Sir I sat in your courtroom the day that the retention bonuses were approved and I cannot disagree with one thing you said that day and when it comes to ruling on this I pray that you remember saying that you have to have employees to run a business. Which as I said Sir, I cannot disagree. But to give retention bonuses to "valued employees" then ask for us the people on the ground that are the backbone of this company to take cuts that with my math is over \$25,000 per year in cuts is just wrong. As I said for 14 years I have given my life to this place missed many things of my four boys because I was at work. Don't get me wrong.

I am not complaining about that because that is life and we do what we have to to support our families I am however saying after doing this they want you to cut my hometime even more! Now sir the last few months of 2018 the Kemmerer mine employees did just that by voting in an alternative work schedule to catch up on what we were behind. We worked one extra hour per shift and one extra shift on GRAVEYARDS. During this time the agreement that was made was that extra graveyard shift one of the Kemmerer mine management team was supposed to be here with us. Now we asked for one of them compared to a whole shift of the hourly employees that part of the agreement lasted two weeks then on Saturday Night GRAVEYARDS there was no one from the management team here. I'm telling you this to show if it is something as small as one night shift and they cannot follow through we need our CBA! I will close in saying with a \$ profitable as the Kemmerer Mine has been it only proves that our CBA has no bearing on the current situation Westmoreland is in. Westmoreland is in this situation again (we all know this is not their first rodeo) because of ~~the~~ management at the corporate level the Kemmerer mine provided the corporate "leaders" with their bonuses if cuts are to be made they should start at the top and trickle down, because their "valued employees" will have nothing to do when after these cuts there are no nonvalued employees here to do the work because we all decided to move on to a place that values all employees
 out 245 out of 1,700

Thank you for your time
 Sincerely
 Cullen R Price


Steven Roberts

PO Box 4

Kemmerer WY, 83101

February 4, 2019

Honorable Judge Jones

Westmoreland Coal Co

To whom it may concern,

I have tried and tried to wrap my head around this pension issue and I just can't understand how someone could take a monthly paycheck from a elder person while they continue to make millions of dollars in bonuses and wages. Westmoreland took on this commitment when they bought the Kemmerer Wyoming mine. They knew what they were getting into and now with some bad business decisions they are asking a United States court to punish the pensioner and relieve Westmoreland of any wrong doing. I have worked at this mine for 13 years , long enough to start planning for my own retirement. I have two daughters that will be going to college in only two years. Now I have to worry about college or retirement. If my retirement is taken away I will have to use future money to build my retirement and not so much for a college fund for my children. The future of my children, me and a lot of already retired people are in jeopardy all because Westmoreland wants you to forgive their mistake. Since the time I learned of Westmoreland's financial shortfalls we all as employees were ask to work more hours and more days to help relieve some burden which we all gladly did. Every single Kemmerer mine

employee stepped up to help a dying company. I know us all as employes stepped up because we hit record production for Westmoreland Kemmerer mine. A milestone considering the stress we have been put under with all the issues at hand and with all of our futures at stake. I as one employee have put in countless hours and days away from my wife and children. missing out on family functions and sporting events for a company that doesn't see me as a valued employee. After all my hard work and dedication to this company and time spent away from my wife and children Westmoreland still feels it is necessary to put my financial future into uncertainty. I ask that you as a judge please do not take any consideration of this pension proposal and please don't damage the lives of the people who have worked so hard and for so many years to be able to retire in peace.

Sincerely,

Steven Roberts

02/01/2019

Honorable Judge Jones, Westmoreland Coal & To Whom It May Concern,

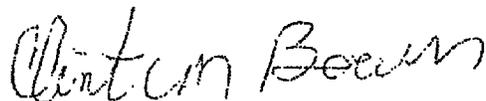
My name is Clint Bowen; I am an employee at Westmoreland Coal in Kemmerer, WY. I'm writing this letter today to get some clarification on the letter that all UMWA, International Union, plan participants, retired participants, deferred vested participants, and beneficiaries of deceased participants received Jan 23, 2019 concerning the Pension Plan being frozen effective March 10, 2019.

I would like know exactly how or why Westmoreland is allowed to send out such a notice when the judge has not heard the entire case or made judgement on any requests moving forward. I can't help but think they "Westmoreland" believe the decision has already been made. I really hope that we live in a country where both sides in a court hearing such as Westmoreland's bankruptcy requests are given a fair and equal opportunity to argue why or why not these requests should take place.

The scare tactics this company is using on its employees is working and many families and beneficiaries are in fear every day of what their future will hold. I request that the entire court proceedings must take place in a fair and timely matter, I also believe that the company should not be allowed to assume one outcome over another, and move forward with their agenda before the judge has made his final decision.

We are coal miners, yes. We are up against changing times, yes. We are the result of a company's failing business practices, yes. But we are also people trying to make a living for our families, volunteers for our communities, leaders in our churches, ranchers and farmers. We have worked hard to protect ourselves and spouses in cases of medical emergencies or untimely death. We don't always show up to work because we love what we do, but we show up, some for 40+ years because we care about our families and community more than anything. I am asking that you don't take away our pension and don't take away our medical; it will truly devastate so many people.

Deeply Concerned,

A handwritten signature in cursive script that reads "Clint M. Bowen". The signature is written in dark ink and is positioned above the printed name.

Clint M. Bowen