

EXHIBIT 11B

Ratio of Supervisory to Hourly Employees at Union and Non-Union Facilities

UMWA Mines

	Mine	Hourly	Supervisors	Ratio
Underground	CC10	34	19	1.8
	Gateway Eagle	90	20	4.5
	Black Oak	101	18	5.6
	Highland	399	57	7.0
	Federal	370	90	4.1

Surface	Hobet Job 21	269	32	8.4
	Apogee Guyan	196	27	7.3

Plant	Hobet Beth Sta.	45	13	3.5
	Wells	52	9	5.8
	Fanco	22	10	2.2
	Rocklick	60	13	4.6
	Heritage P&D	57	14	4.1
	Federal	42	11	3.8
Grand Totals		1737	333	4.8

Non-Union Mines

	Mine	Hourly	Supervisors	Ratio
Underground	KE Peerless	62	18	3.4
	Blue Creek #1	93	21	4.4
	Speed	297	108	2.8
	Winchester	138	41	3.4
	Dodge Hill	133	19	7.0
	Black Stallion	205	74	2.8

Surface	Catenary/Sample	59	8	7.4
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Plant	Kanawha Eagle	18	10	1.8
	Blue Creek	21	5	4.2
	Coal Clean	49	10	4.9
	Tom's Fork	28	13	2.2
	Dodge Hill	17	2	8.5
Grand Totals		1120	329	4.4