

Exhibit F

From: Gary Kalbfleisch/STL/Peabody
Sent: Tuesday, October 23, 2007 1:06 PM
To: Patriot_SpecialUsers
Subject: IMPORTANT - Email and Electronic File Transfer to Patriot Coal

All:

In preparation for the November 1 spin-off of Patriot Coal we will begin to execute our data security plan, which is designed to protect Peabody-sensitive intellectual property and ensure that all sensitive data is managed in compliance with all regulatory requirements for both Peabody Energy and Patriot Coal.

The purpose of this communication is to provide an overview of these procedures and a timeline of events. Below is more detail by content type and specific directions on the process you will need to go through over the next two weeks.

E-Mail

On Wednesday October 31, 2007 at 5:00 p.m. CDT access to your mail account at PeabodyEnergy.com will be disabled and the conversion process to your PatriotCoal.com account will begin. You will not have access to your PatriotCoal.com account until the morning of Thursday November 1, 2007. It will be your responsibility prior to this time to identify and segregate the emails you would like to retain post-spin. You will be required to sign a statement formally agreeing that you are not knowingly keeping any Peabody-sensitive files or information.

Patriot Coal will have its own independent e-mail system using the Lotus Notes system with the same look and feel as the Peabody e-mail system. Your e-mail user name will remain the same but the mail domain will be 'PatriotCoal.com' instead of 'PeabodyEnergy.com'.

What you need to do:

Between now and 5:00 p.m. CDT on October 31:

1. Create a folder named 'MyPatriotMail' in your PeabodyEnergy.com mail account. Contact the AnswerLine (x17672 option 2) if you need assistance in creating this folder.
2. Copy any e-mails and subfolders you wish to be retained in your PatriotCoal.com mail account to this folder. All other e-mails and subfolders will be deleted.

PC's

As part of the transition process you will be receiving a new hard drive in your laptop or desktop with a fresh Patriot Coal PC image. However, it is recognized that you may have personal files on your current hard drive that you wish to retain. To allow you to retain files containing no Peabody-sensitive files post-spin, a secured group share drive has been created for you to copy those files you wish to be moved to your new hard drive. This group share is named

'\\gtwfp1\STL_PatriotCoal_PCFiles_XXXXXXXXXX'

where 'XXXXXXXXXX' is your first initial and last name. For example, the group share for John Doe is '\\gtwfp1\STL_PatriotCoal_PCFiles_JDoe'.

What you need to do:

1. Between now and 5:00 p.m. on October 31 copy files you would like to retain post-spin to group share named: '\\gtwfp1\STL_PatriotCoal_PCFiles_XXXXXXXXXX' where 'XXXXXXXXXX' is your first initial and last name. For example, the group share for John Doe is '\\gtwfp1\STL_PatriotCoal_PCFiles_JDoe'.
2. Drop off your laptop with the IT Transition Team in conference room 5D by 5:00 p.m. CDT on Wednesday, October 31st. For users who have only a desktop computer, contact the AnswerLine (x17672) to make other arrangements. All users will be required to supply their current LAN and Lotus Notes passwords at that time. Desktop users will be required to provide these passwords when contacting the AnswerLine to arrange for their conversion.
3. Pick up your laptop from conference room 5D anytime between 9:00 a.m. and Noon CDT on Thursday, November 1st.

Network Group Share Drives

For files residing on group share drives on servers located at Patriot facilities outside St. Louis:

Files will become the property of Patriot Coal and will not be affected by the transition.

For files residing on group share drives on servers located in St. Louis:

Group share drives in St. Louis, with names prefixed with 'STL_' or 'PHCI_' will become unavailable to Patriot Coal users at 5:00 p.m. CDT on October 31st. Since these group shares may contain files necessary to the day-to-day operation of Patriot Coal the following actions are being taken:

- Group share directories that are currently referenced by Patriot Coal users will be recreated on new Patriot Coal servers installed in St. Louis. These group shares will initially be empty, but they will be named with a prefix of 'CCR' instead of 'STL' or 'PCX' instead of 'PHCI' and any Patriot user authorized to access an STL or PHCI prefixed group share will be authorized to access its CCR or PCX counterpart.
- On October 30th and 31st the Peabody Energy business owners will review the files on the CCR and PCX group shares to ensure that the files they contain are appropriate. Any files that may contain information that is the exclusive property of Peabody Energy will be removed.
- As of November 1st a new policy and procedure will be placed into effect which allows Patriot Coal to request any files they deemed necessary to Patriot Coal operations to be moved to CCR or PCX group shares. The cornerstones of this procedure are that a Peabody Energy business owner must approve the request and all requests will be tracked and recorded by IT Security Administration.

What you need to do:

Between now and 5:00 p.m. CDT on October 29th group share users should copy relevant files from the STL and PHCI share drives to their CCR and PCX counterparts. At 5:00 p.m. CDT on October 29th all access to STL and PHCI share drives by Patriot Coal users will cease. Similarly, access to CCR and PCX share drives by Peabody Energy users will cease at 5:00 p.m. CDT on October 31st.

Blackberry & Cell Phone

If you currently have a Peabody Blackberry or cell phone it will transfer with you to Patriot Coal and your cell phone number will remain the same.

What you need to do:

1. Drop off your Blackberry with the IT Transition Team in conference room 5D by 5:30 p.m. CDT on October 31st so that it can be converted to transfer e-mail with the PatriotCoal.com e-mail system. No such conversion is required for cell phones. All users will be required to provide their current BlackBerry password at this time.
2. Pick up your Blackberry anytime between 9:00 a.m. and Noon CDT on Thursday, November 1st.
3. If you are traveling or you need your Blackberry during this time frame please contact Casey Blankenship (x17863) to make other arrangements.

We hope that this information has been useful and our goal is for this transition to be carried out as smoothly and efficiently as possible. During the transition we request and appreciate your cooperation and assistance so that it is as seamless as possible for both Peabody Energy and Patriot Coal.

Thank you,
Gary Kalbfleisch
Chris Hagedorn