COMMITTED TO THE FUTURE OF APPALACHIA
DEAR STAKEHOLDER:

We are committed to doing our best – and then learning and working to do even better.

On behalf of all Massey Energy members, we are proud to present our first Corporate Social Responsibility Report, providing an overview of our long-standing tradition of stewardship of our most important resources: Our people and our planet.

For more than 50 years, Massey has focused on what we do best – safely and efficiently mining coal in the heart of Central Appalachia and supplying it to our customers.

Why do we focus on coal? Coal remains the most plentiful domestic source of energy. Coal keeps energy costs affordable and improves our energy independence, supporting our nation’s security and economic stability. As the world seeks to balance economic growth, energy demands and environmental responsibility, coal will continue to be a vital and growing source of energy and jobs for the future. And we are a part of that future.

At Massey, we are committed to protecting our people, protecting our planet and serving our community – doing our best and then learning and working to do even better. Our greatest asset, our nearly 5,600 Massey members, are focused on these corporate commitments.

OUR PEOPLE: We are a recognized industry leader in safety and the development of innovative new technologies to ensure the protection of our miners.

OUR PLANET: Our commitment to the environment stems from our belief that every Massey member has a responsibility to be a steward of our natural resources. Appalachia is our home; we take a personal interest in its care.

OUR COMMUNITY: We strive to leave a lasting positive impact by being a good neighbor and the employer of choice in the region. We are proud of the contributions and support we provide communities across Appalachia, helping provide access to rural health care and supporting improvements in local education.

DOING WHAT IS RIGHT: Everything we do as a company – the equipment we buy, the training we provide, the technologies we deploy and the careful steps we take to protect the environment – is all based upon a long-term perspective of focusing on the fundamentals of our mining operation and sound, ethical business practices. This is not always easy; it takes time, dedication and financial investment, but we believe it is the right approach for our company and the future.

We are signing this letter for all Massey members who are proud of our role ensuring that affordable, reliable electricity is available to you, your family, our communities, and American
businesses and industries. With about half of the electricity in America generated from coal, we know you and our customers are counting on us to continue doing what we do best – responsibly mining coal to meet our energy needs while protecting our people and our planet. We will not let you down as we continue to make available America’s most abundant source of energy today and for years to come. We hope you enjoy learning more about our company and our fellow members, the hardworking men and women who are the energy behind Massey Energy.

Our Vision

Leadership
To be the premier supplier of quality coal from Central Appalachia to worldwide markets.

Service
To provide our customers with superior service and technical support through an enlightened and highly motivated workforce.

Growth
To broaden our customer base and coal reserves.

Our Mission

Customers
To supply our customers with the highest quality coals at reasonable and competitive prices.

Shareholders
To earn optimal rates of return on the capital used in our business.

Members
To provide for the best possible well-being of members.
Safety is the top priority for every Massey member. No coal company can succeed over the long term without a total commitment to safety and a significant investment in the necessary training, equipment and personnel. We strive to remain an industry leader in safety by developing new technologies and employing effective training programs to reduce accidents and improve safety for all of the hard-working men and women of Massey Energy.

All mining operations adhere to stringent safety standards intended to prevent accidents. We work hard to instill a zero-tolerance policy and commitment from all members, whether they work at corporate headquarters or in the mines, to make safety the number one priority – every day.

**CHALLENGES**
- Eliminating fatalities and major accidents at all mines
- Being the nationwide leader in safety for mining
- Fully implementing new safety technology and deploying best-in-class equipment

**ACHIEVEMENTS**
- Completed the safest year in Massey history in 2007
- Developed and tested new rescue technology
- Exceeded the Mine Improvement and New Emergency Response (MINER) Act goals
Safety is Job One
Massey Energy’s members are the best trained, most productive and safest miners in the world. They embrace the company’s commitment to safety – including ongoing comprehensive training and use of state-of-the-art technology and equipment. Our members are the primary reason we lead the mining industry in productivity and safety.

Our strategy for continued safety improvement starts with our **S-1 (Safety First) program**. S-1 instills a culture of safety through a well-developed process of training, mentoring, monitoring, reduction of risk through safety innovation, and recognition of safety excellence. This focus on safety also gives Massey a competitive advantage; because a safely operated mine is a productive mine.

Comprehensive and Regular Assessment of Safety Practices
Every Massey member – from executive to miner – takes direct responsibility for safety. Massey’s process for safety evaluations provides each Massey member with an active voice in developing, improving and maintaining our safety programs.

Our extensive training efforts and frequent operations and management meetings create opportunities for the exchange of information and new ideas. Advancements in production technology and techniques are shared, understood and implemented in each of the company’s resource groups, and applied and monitored by each Massey member. Massey managers receive timely, accurate data related to the company’s daily operations, empowering them to make decisions based on the best information.

Incident Rates of Non-Fatal Occupational Injuries Compared to Other Industrial Categories, 2006

<table>
<thead>
<tr>
<th>Industry</th>
<th>Incident Rate*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Transportation</td>
<td>9.9</td>
</tr>
<tr>
<td>Nursing &amp; Residential Care Facilities</td>
<td>8.9</td>
</tr>
<tr>
<td>Hospitals</td>
<td>8.1</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>6.5</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6.0</td>
</tr>
<tr>
<td>Agriculture, Forestry &amp; Fishing</td>
<td>6.0</td>
</tr>
<tr>
<td>Construction</td>
<td>5.9</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>4.9</td>
</tr>
<tr>
<td>Coal Mining</td>
<td>4.8</td>
</tr>
<tr>
<td>Mining Excluding Oil &amp; Gas</td>
<td>3.8</td>
</tr>
<tr>
<td>Financial Activities</td>
<td>1.5</td>
</tr>
</tbody>
</table>

*Incident rate per 100 full-time workers. Source: Bureau of Labor Statistics

A stable workforce is a safe workforce
Massey offers many benefits to our miners leading to workforce stability and improved safety. With better trained, longer tenured members operating Massey facilities, we can limit future accidents through experience. Increasing the number of tenured Massey members also improves our ability to mentor new members and provide better training on safe practices.
Learning From Accidents
Tragic accidents can occur in any workplace, including mines. At Massey, members work hard to prevent accidents and the company has developed many safety innovations. However, when accidents do occur, Massey teams and mines conduct extensive internal reviews to ensure they don’t happen again.

Following incidents, Massey reviews its rules and policies and then takes steps and makes necessary changes to protect members and prevent future incidents.

A Good Year for Safety
- Massey’s non-fatal days lost (NFDL) safety record was 62 percent better than the bituminous coal industry average.
- We achieved a 2.05 Work Days Lost Incident Rate per 200,000 hours worked compared to 3.31 estimated average rate for the bituminous coal industry through the third quarter of 2007.
- The company’s safety performance in 2007 improved 26 percent over the prior year making 2007 the safest in Massey history.
- The trend continues to be strong: through May 2008, Massey’s estimated NFDL is 1.87 and we hope to make 2008 another record-breaking year for safety.
Mentoring
Our mentoring program for newly hired miners improves the understanding of safety guidelines for all members. Every new miner is supported and taught by a well-trained and experienced member. The mentoring program gives new miners another level of protection as they adapt to work in the mines.

Proximity Device on Continuous Miner
We are proud to lead the industry in developing proximity detection devices for our continuous miner machines to enhance our miners’ safety. Massey developed a proximity detection system that automatically shuts down a continuous mining machine when a miner gets too close to the equipment. Our technology has been approved by the Mine Safety and Health Administration (MSHA). It is a technological breakthrough that will help the entire coal industry improve safety.

MINER Act Compliance
Congress passed the Mine Improvement and New Emergency Response (MINER) Act of 2006, amending the Federal Mine Safety and Health Act of 1977 to improve the safety of mines and mining. The Act includes several regulations related to mine safety and rescue including the communications systems and rescue equipment described on page 8.

We made great strides companywide this past year in evaluating and testing communications devices including those prescribed by the MINER Act. Over the next few years we will install underground communications systems and provide miners with underground personnel tracking devices.
We are also increasing caches of self-rescuer devices and installing emergency shelters to help miners remain safe during evacuations.

At Massey, we have gone above and beyond those requirements and those of state regulators in Central Appalachia to lead the way in underground mine safety. You can see Massey’s commitment to safety in the design of the company’s mining uniforms and reflective stripes. Our requirement for reflective safety materials is more stringent than government regulations, making it safer for all members in and around mining operations.

### Miner Act Compliance Requirement

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Status at Massey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miners carry two hours’ oxygen (Using equivalent technology)</td>
<td>Achieved</td>
</tr>
<tr>
<td>Oxygen stored along escape routes</td>
<td>Achieved</td>
</tr>
<tr>
<td>Two-way communication systems for mine operators by 2008</td>
<td>On target</td>
</tr>
<tr>
<td>Electronic tracking device for miners by 2009</td>
<td>On target</td>
</tr>
<tr>
<td>Improvements for accident preparedness</td>
<td>Achieved</td>
</tr>
<tr>
<td>On-file evacuation plans for each mine</td>
<td>Achieved</td>
</tr>
<tr>
<td>Two rescue teams located within one hour of each mine</td>
<td>Achieved</td>
</tr>
</tbody>
</table>

Source: Massey
The Raymond Safety Program
Named after Raymond A. Bradbury, retired president of Martin County Coal, who coined the slogan “A safe mine is a productive mine,” the Raymond Program awards points for safety to members on an individual level, on the working team level and on the mine level. The points add up based upon safe operations and then may be redeemed from a prize catalog containing tools, toys, electronics, sporting goods, clothing and other items. The program has proven exceptionally popular among Massey members as a way to benefit further from safety.

The Bradbury Award
Massey’s Aracoma Coal Company, located in Logan County, West Virginia, won the 2007 Bradbury Safety Award for over 574,000 hours worked without a single lost time accident. Aracoma’s exemplary safety record is all the more remarkable given the numerous large projects completed during the year safely and without injury. Aracoma miners removed two longwall miner systems from the Alma mine and worked on other major construction projects including track installation, development of a new mine portal, and many continuous miner unit moves.

This success is especially poignant after the 2006 Aracoma Mine Fire resulted in two fatalities. The lessons learned from this tragedy were front-of-mind for Massey members companywide. When announcing the award in March, Don L. Blankenship, Chairman and CEO of Massey Energy said, “It was clear to us that these men and women challenged each other following what was a stressful and emotional period and strove to create a safety environment of which they, their families, and fellow miners could be proud.”

The 2006 winner, the West Cazy Surface Mine in Boone County, West Virginia, again achieved a 0.00 NFDL rate, extending to 1,135 days the number of days through the end of 2007 that the miners worked without a lost time accident.
Safety Innovation Timeline

1990
- Massey mandates the use of metatarsal work boots for mining operations
- Massey designs, develops and implements ATRS flapper pads for roof bolters

1995
- Massey requires the use of strobe lights on underground vehicles
- Massey installs lights on all belt line feeders

2000
- Massey replaces ladders on large trucks with steps to reduce falls
- Massey adds submarine safety package on stockpile dozers and loaders
Nineteen Central Appalachian mine rescue teams exhibited their disaster preparedness skills as part of the National Mine Rescue Contest in July 2007. Jeremy McClung, part of Massey’s Southern West Virginia Mine Rescue Team, served as benchman in the bench contest.

Benchmen must test emergency equipment in short order for operational effectiveness. The Mine Rescue Contest provided each competing benchman with a self-contained breathing apparatus with several deficiencies, and tested each contestant’s ability to diagnose and correct those deficiencies with speed and accuracy.

Jeremy McClung won the competition, epitomizing Massey’s goal of exceeding safety standards and requirements. We are honored to count him as a member.
“We Live Here, We Work Here, We Give Here”

Our view of community at Massey Energy is simple: “We live here, we work here, we give here.” That focus guides our philanthropic and community-based volunteer projects. Massey is an active and generous supporter of a wide variety of educational, environmental, recreational, historic preservation, arts education and health care programs that improve the quality of life in Central Appalachia.

We are particularly committed to enhancing the lives of children through targeted educational assistance. Whether providing scholarships for deserving college-bound local residents or hosting annual events to benefit neighborhood children, we are dedicated to supporting the future leaders of Central Appalachia.

We are proud to partner with like-minded community organizations – including the Appalachian Leadership and Education Foundation – to carry out their unique and important missions. These organizations are often best equipped to address community needs and serve local families, and Massey supports them in their efforts.
Corporate Commitments

Our corporate commitments focus on enhancing educational opportunities in our Appalachian communities.

Massey Energy pledged $500,000 in 2005 (paid out in five $100,000 installments) to the Appalachian Leadership and Education Foundation founded by Dr. Robert Foglesong, a member of Massey’s board of directors. Each year we provide full scholarships to two young West Virginians who have demonstrated promising leadership abilities and need financial help to attend college.

We frequently fulfill requests on a more informal basis from local schools for needs ranging from field trips to school supplies. These donations of money and time are often directed to schools in low-income areas. We are also committed to helping community groups, providing funding for Little League baseball fields and high schools and playground equipment for child care facilities.

Christmas Extravaganza

One especially successful and popular Massey community project is the annual Christmas Extravaganza, a holiday tradition that has delivered tens of thousands of gifts to underprivileged children in Central Appalachia.

Hosted in different locations throughout our region and staffed by nearly 200 Massey members, the Christmas Extravaganza benefits nearly 3,000 children annually. The children receive gifts, fruit and candy; their families receive a turkey for their holiday meal.
Partners in Education

Massey’s Partners in Education program provides volunteers and financial assistance to address a number of educational concerns in primary and secondary schools in Appalachia.

Partner schools receive financial support for academic materials, recreational equipment and building improvements. The company is also committed to rewarding academic achievement and good classroom behavior. On average, Massey donates $50,000 to $75,000 annually to support local academic banquets, school attendance incentives and the purchase of laptop computers and other equipment for students.

At Scott High School in Madison, West Virginia, we offer financial rewards to students who score exceptionally well on standardized tests. We also provide laptops to students that achieve perfect attendance at Van Junior/Senior High School in Boone County, West Virginia.

Another annual Massey tradition funded by Partners in Education is Kids’ Day held at the company’s cabin in Aflex, Kentucky. The mission of Kids’ Day is to treat local school children and staff from Sacred Heart, Williamson Middle School, Johns Creek Elementary School and Southside Elementary School to a day of fun and outdoor activities.
University of Kentucky Mine Design Laboratory
Last year Massey Energy announced a donation of more than $300,000 to the University of Kentucky (UK), which operates one of the best mining education programs in the nation.

Over the next five years we will provide $8,000 annually in tuition assistance to four UK engineering students, $25,000 annually for enhancements to the UK Department of Mining Engineering’s laboratory facilities and $5,000 annually to support UK’s Society for Mining, Metallurgy and Exploration student chapter.

Massey was named a John Bryan Bowman Fellow in October 2007 in recognition of the company’s generous support of UK. This award further demonstrated local appreciation for our commitment to spur mining innovation through the support of education.

Volunteer Fire Department Support
Massey Energy supports local fire fighters as part of our broader commitment to safety. We want Massey members to be safe from harm on the job and at home.

Massey donated generously in 2007 to the Madison and Danville Volunteer Fire Departments in West Virginia. Massey’s Spousal Groups, who participated in related volunteer activities with the departments, were honored recently for their service. Many Massey members volunteer their time to support and serve on fire departments.
Massey Health Clinic
Recognizing that residents in rural West Virginia often lack access to primary care physicians and health care facilities, Massey established the Family Wellness Center in 2005 to serve Massey families in southern West Virginia.

In partnership with an established independent physician group, the Family Wellness Center offers comprehensive medical services including lab work, X-rays and cardiac testing.

One important focus of the Wellness Center is preventive health care – offering health care classes and support for health-related issues such as weight loss and nutrition, smoking cessation, stroke and heart attack prevention and diabetes prevention and management.

Massey’s commitment in this area grew out of our partnership with the Marshall University School of Medicine and the Doctors for Our Communities program. Massey established Doctors for Our Communities in 1997 to provide financial assistance to medical students at Marshall. Every year one incoming medical student receives a loan of up to $15,000, not to exceed $60,000, during the course of the recipient’s medical studies. Students from Appalachia receive special consideration and financial assistance.

The program encourages doctors to practice in Massey’s operating region by forgiving school loans if the recipients maintain a primary care practice for at least seven years in West Virginia’s Boone, Logan, McDowell, Mingo, Nicholas, Raleigh, and Wyoming counties, as well as in Martin and Pike counties in Kentucky.
Spousal Groups
Through the nature of their work, miners are a close community; cooperation, communication and trust are high priorities. Outside of the mines these same principles serve as the backbone of communities across Appalachia.

At Massey, the spirit of community is also embodied by the Spousal Groups, now in their 24th year. United by their geography, the Nicholas, Route 3, Route 85 and Tug Valley Spousal Groups play a vital role in their communities with hundreds of active members organizing and leading community service projects.

The Spousal Groups assist children, the elderly, fire departments and many other deserving individuals and programs. Projects include town and stream cleanups, school book fairs, senior citizen appreciation dinners and the annual Christmas Extravaganzas. These are just a few of the many ways Massey’s Spousal Groups help make Central Appalachia a better place to live and work.
The mountains, trees, rivers and wildlife of Appalachia are at the very heart of who we are at Massey Energy. Most of our members were born and raised right here; the beauty and culture of this region is both a birthright and a legacy to pass on to our families – and yours. This proud shared heritage drives our commitment to protect and preserve the land, air and water in Central Appalachia, to be the stewards of our home, our planet.

As Central Appalachia's largest mining company and an industry leader, Massey has the responsibility, resources and expertise to support multi-faceted environmental activities at all our mines and facilities. The investments we make in personnel, equipment, new technologies and ongoing training are part of our commitment to continually improve vital environmental protection efforts.

**CHALLENGES**  
- Developing new technologies to meet Clean Water Act requirements  
- Ensuring environmental compliance at all mines and facilities  
- Ensuring sustainable development in Appalachia

**ACHIEVEMENTS**  
- Decreased usage of industrial chemicals on clean water projects  
- Assisted with the reintroduction of the American chestnut  
- Continued leadership in land reclamation
Environmental Achievements

Environmental stewardship is the responsibility of every Massey member. Our successes have been recognized by the West Virginia Department of Environmental Protection, the West Virginia Coal Association and the Society of American Foresters, among others.

This past year we initiated a focused effort across all resource groups to improve the company’s environmental performance. The result was a 36 percent reduction in overall citations from state regulatory agencies thanks to the miners, engineers, electricians and environmental managers who make environmental compliance a priority – every day.

Massey members at the Logan County Mine Services resource group set the standard for the company with an intense effort resulting in a 70 percent reduction in violations from the West Virginia Department of Environmental Protection in 2007. Every member at Logan County Mine Services found a meaningful way to contribute to the successful campaign.

In December 2007, Massey reached a settlement agreement with the U.S. Environmental Protection Agency on a Clean Water Act lawsuit. The $20 million settlement avoided costly litigation and allowed Massey to move forward with several innovative environmental protection and preservation efforts, including the deployment of a first of its kind computerized, water monitoring and tracking system; increased internal and third-party audits; and efforts to further preserve and protect West Virginia river habitat.
While there were improvements to our environmental compliance in 2007, Massey’s commitment is to build on this success in the months and years to come. We are committed to doing our best - and then learning and working to do even better.

**Improving Water Treatment**

The abundant streams and rivers of Appalachia not only contribute to the beauty of the region, they also serve as a primary source of water for our families, our communities and wildlife. That’s why we have committed millions of dollars in recent years to develop new mining technologies aimed at preventing spills and protecting watersheds.

Our teams work diligently to meet the rigorous effluent requirements for water discharged from active mining operations. Our goal is to exceed Clean Water Act requirements.

**Moving to a Real-Time Clean Water Solution/Testing**

Massey maintains more than 2,500 water outlets across our operations. To be certain the water quality in all of these outlets meets or exceeds both state and federal Clean Water Act mandates, we are bringing innovative and proprietary technology online to provide water quality results more quickly – in near real time.

This investment in technology allows our water quality engineers to aggressively monitor each outlet and rapidly identify potential excesses in water particulates. By moving from a paper to a computerized system, we are at the forefront of the industry.

**Conserving Water**

Massey Energy uses water in its mining and coal preparation processes. Water supplies are abundant in Central Appalachia and we want to make sure that continues. We are forming a task force to look for ways to reduce our water usage to a minimum.
Developing Slurry Monitoring Systems

Massey Energy operates 15 coal preparation plants in Appalachia. These facilities operate around the clock separating millions of tons of rock from coal every year. The water and small rocks generated by this process, referred to as “slurry,” are pumped through slurry pipelines to impoundments. Approximately five billion gallons of liquid are pumped annually through slurry lines that can run more than one-half mile in length.

Our unique Slurry Monitoring System continuously measures the flow and pressure of these lines, checking for leaks or breaks. If the system detects a drop in flow or pressure, the program will immediately shut down the slurry line to prevent a major incident. The company has invested more than $100,000 at each of its coal preparation plants to install the slurry line technology. Designed by Massey engineers and information technology specialists, our Slurry Monitoring System was the first of its kind employed in the industry.

Raising Awareness and Improving Compliance

Massey Energy utilizes extensive internal and independent third party environmental audits to evaluate our environmental programs and ensure compliance. These audits exceed government requirements and inform our members in a number of environmental areas including water, oil and fuel handling, sediment control and septic systems.
Coal Transportation Belt System
As part of our corporate commitment to protect the environment, Massey has invested millions of dollars to design and build approximately 340 miles of beltlines at our facilities in Virginia, West Virginia and Kentucky. Every mile coal is carried on these beltlines means one less mile of transport by truck, saving on fuel and highway travel.

While trucks must be used in some circumstances to transport coal, our beltline infrastructure is a long-term, environmentally prudent investment to deliver coal from the mine safely, quickly and with minimal environmental impact.

Massey’s Mammoth Resource Group in Kanawha County, West Virginia, is constructing a major belt and loadout expansion to further automate coal shipments, enabling the transfer of coal entirely by belt at this existing plant.

Environmental Assurance Group
Every month, a group of more than 30 Massey members with key environmental responsibilities gather, often at a mining site, to review current environmental issues. The Environmental Assurance Group, comprised of engineers, technicians and specialists from every resource group, strengthens the company’s environmental efforts by improving the flow of communication.

During the meetings, any environmental violation in the past month is thoroughly examined and discussed. New treatment technologies and ideas are analyzed and shared by the group’s geologists, foresters and engineers.
The group is also tasked with the upkeep and advancement of Massey’s Environmental Assurance Manual – our internal handbook on best management standards and practices. All environmental issues are covered in the manual, including permits, audits, slurry system design and inspection schedules for equipment wear.

Reclamation Activities
Massey’s long history of environmental stewardship is most evident through our land reclamation efforts, including the planting of millions of trees and the successful reclamation of thousands of acres in West Virginia, Kentucky and Virginia.

Our engineers partner with forestry experts on these reclamation initiatives, receiving numerous awards from mining and timber associations like the Society of American Foresters, the Appalachian Regional Reforestation Initiative and government agencies.

One misconception about land reclamation is that the new forests and wildlife habitats are flat. In fact, most reclamation areas are returned to rolling hills. Some might also be surprised to learn West Virginia is the third most forested state in the nation with 11.9 million acres of forested land. And thanks in part to reclamation efforts by Massey and other mining companies, more trees are planted each year than are cut down.

All of us at Massey are proud to have reclaimed more acres of land in West Virginia and Central Appalachia than any other mining company. It is emblematic of our total commitment to our home, and our planet.
The Return of the American Chestnut
The American chestnut once flourished in the Appalachian landscape and most of the eastern United States until a fungus nearly wiped out the species in the early 1900s. It was a terrible loss: these magnificent trees with their large trunks were known as the “Redwoods of the East.”

As stewards of the land, Massey teams are working with botanists and forestry experts at West Virginia University and the American Chestnut Foundation to return the trees to Appalachia. Researchers have pursued a breeding program over the past 20 years to develop a blight-resistant tree, crossing the Chinese chestnut with the American chestnut.

The new species will be planted this year in Boone County, West Virginia. The new tree – 15/16 American chestnut and 1/16 Chinese chestnut – grows best in soil conditions found on reclaimed land. Massey members will plant up to 1,000 trees and continue to work with West Virginia University and the American Chestnut Foundation to monitor the nursery’s progress and further develop the species for future plantings.

Protecting the Little Coal River
Massey Energy is also spearheading a number of environmental projects on the Little Coal River to improve fish habitats, reduce erosion and sediment build-up, and increase public use of recreational facilities. We will sponsor 20 improvement projects over the next two years on the Little Coal River, where 200 riverfront acres have been preserved and protected by Massey from future development.
Investing in New Technologies on Emissions
Recognizing the increased focus on carbon dioxide and climate change, we are taking steps to address emissions issues. While carbon cannot be removed from coal, and carbon dioxide cannot be eliminated when burning coal, we are supporting efforts to improve the control and capture of carbon dioxide and other emissions.

Massey Energy has an active ownership interest in Cansolv Technologies Inc., a developer of technologies to capture sulfur dioxide, nitrogen oxides, mercury and carbon dioxide from the burning of fossil fuels. With operations and facilities in the United States and abroad, as well as significant resources allocated to research and development, Cansolv provides customers with engineering services, and with scrubbing, capture and absorption technologies to reduce emissions.

With our majority ownership interest in Coalsolv LLC, the holder of marketing rights for Cansolv’s technology in the United States, we are in a unique position to fully assist customers with the supply of affordable, domestic coal as well as technologies to help reduce emissions.
Our corporate culture focuses on three priorities: Safety, ethics and excellence. Driven by those values we have been mining coal in Central Appalachia for more than 50 years, meeting America’s needs for energy both yesterday and today, and growing the future of energy for tomorrow.

Our most treasured assets are our people. The 5,600 Massey members are some of the most productive and experienced miners in the industry. Investing in their safety is our top priority.

Massey members know they work for a company with a long-term view, focused on the responsibilities of safety and environmental stewardship, and the fundamentals of sound business practices for sustainable economic growth. As a sign of the company’s commitment to Central Appalachia, we expect to complete construction this year of a new regional headquarters in Boone County, West Virginia.
“All of us at Massey share a commitment and focus on safety and being the best mining company in the world; but our work and efforts extend beyond mines. We live here and want to raise our families here. We are committed to the future of Appalachia.”

— Don Blankenship, Massey CEO

**Employer of Choice**

Throughout our 50 year history in the heart of Appalachia, we have been the employer of choice for miners in a region all too familiar with difficult economic times. Massey members rely on the company’s leadership in growing jobs and economic security for a promising future.

The men and women who work for Massey Energy are called “members” for a reason – they are a valuable part of a team that includes everyone who works at Massey. We are proud to have these men and women at our company. We know that our members care for each other when performing their jobs in and around our mines, and they also care for our communities. We continue to work hard to improve retention rates of our valued team members by offering a competitive package of pay and benefits.

The *Charleston Daily Mail* concluded in a 2008 front-page article that the company was “leading the way in efforts to maintain a stable workforce.” The article, titled “Massey Offers Miners Sweet Deals,” highlighted our decision to offer three-year employment agreements to experienced underground miners.

Retaining these knowledgeable team members is critical for the success of our mentoring and training programs designed to support newly hired miners as they work toward a successful future with the company.

Massey Energy’s benefits rank among the most comprehensive of any company in the United States. We provide our members and their families access to the best health care in southern West Virginia. We also sponsor post-retirement pension and health care plans allowing Massey members to protect their financial future, and offer tuition reimbursement for eligible continuing education expenses.
“Reclamation efforts are essential to successful mining operations. Our members make a difference in Appalachia – from watershed and stream improvements to reclamation and the reintroduction of the American chestnut. It’s our commitment to our total environment.”

— Don Blankenship, Massey CEO
High Standards
As a leader in the coal and energy industry, and as the employer of choice in the region, we are committed to excellence and continuous improvement in all aspects of our business. Our approach is best summarized by three key goals: S-1, P-2 and M-3.

- S-1 means Safety First. The many safety innovations developed and implemented over the years are evidence of our continuous focus and commitment to operating safe coal mines.

- P-2 promotes the application of the best production practices in the coal industry. Our extensive training programs and frequent management communication meetings ensure advancements in production technology and techniques are shared, understood and implemented in each resource group and applied and monitored by each Massey member.

- M-3 requires managers receive timely and accurate information to make the best business decisions possible. Massey managers closely monitor daily operations and measure output to make sound decisions.
Corporate Ethics and Governance

Massey Energy is committed to maintaining the highest level of integrity in every aspect of its operations. Directors, executives and members sign ethics statements pledging to adhere to high standards of behavior. The ethics agreement includes guidelines for avoiding conflicts of interest and guidelines for reporting questionable accounting practices. Massey members are encouraged to report any suspicions of unethical or improper behavior to a toll-free anonymous hot line.

Massey’s commitment to compliance and ethics is supported by a strong board of directors and a highly qualified audit committee. Corporate guidelines require a majority of independent board members, with no material relationship to the company or its affiliates.

The audit committee is specifically empowered “to investigate any matter brought to its attention with full access to all books, records, facilities and personnel of the Company” and to hire an outside investigator without seeking board approval.

Institutional Shareholder Services, an organization that evaluates corporate governance, gives Massey’s governance practices a better rating than nearly two-thirds of similar-size companies on the Standard & Poor’s Index. Massey continually assesses the effectiveness of its internal controls over financial reporting, relying on criteria in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).
“The American Chestnut Foundation has been working for 25 years to develop a blight-resistant American chestnut. The American Chestnut Foundation has made tremendous strides in research and we are pleased to be part of the replanting of the American chestnut on reclaimed land in Appalachia.

The Appalachian Regional Reforestation Initiative’s progress has been incredible in developing more ecologically sound methods for establishing forests on previously mined land. Working with partners like Massey Energy, The American Chestnut Foundation, and West Virginia University, ARRI is helping to ensure a future for these mighty giants in the Appalachian region.”

— Marshal Case President and CEO, American Chestnut Foundation