



BIG HORN COAL COMPANY
170 SOUTH MAIN STREET, SUITE 700
SALT LAKE CITY, UT 84101

February 18th, 2016

BH001.16

MEMORANDUM

Big Horn Coal Property Access and Shop Facilities Storage Policy

To All Users:

In preparation for the Industrial Land Use change for the Big Horn property, Big Horn Coal will be implementing new company policies that will take effect during February of 2016. Property access for recreational purposes will be restricted to scheduled times and the use of the Big Horn Shop will be on a contractual basis.

The Big Horn property is considered to be a valuable asset to the Lighthouse Management and should be treated as such by all employees. The Big Horn Shop and surrounding property is not a free-to-access property for Decker Employees to enter and utilize at their leisure. Big Horn Coal is liable for any and all people whom access the property for business and or recreation.

For those who desire property access for the purpose of hunting, fishing, and other recreational purposes will be required to schedule their time prior to access. I will be generating a monthly calendar for access to the Big Horn Property. If you want to access the property for recreational purpose I will need to be notified in advance.

The Big Horn Shop storage policy will be implemented for those who are willing to accept the terms and conditions set forth in the attached lease agreement for the storage of personal property and will be a designated area within the shop. The attached contract will need to be filled out by each employee. If you are not willing to accept the terms of the lease agreement, then you will be required to remove all personal property from the Big Horn property no later than February 29th, 2016.

If there are any questions regarding the above policies, feel free to contact me to discuss in more detail.

Sincerely,

Jordan Sweeney
Mine Manager
LHR Coal, LLC
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