



7.2 Appendix B: Affirmative Action Program

To: All Cloud Peak Energy Employees

From: Colin Marshall, President & CEO

**AFFIRMATIVE ACTION PROGRAM
FOR EMPLOYMENT OF THE DISABLED,
VETERANS AND DISABLED VETERANS
GUIDELINES**

CLOUD PEAK ENERGY Resources LLC SHALL take affirmative action to employ, advance in employment and otherwise treat qualified disabled individuals, veterans and disabled veterans without discrimination in all employment practices.

The Company's AAP Plans for Veterans & Individuals with Disabilities are available to you in the EEO Coordinator's Office during regular working hours or by appointment.

Any employee or post-offer applicant who has a disability or who is a veteran or a disabled veteran and who would like to be considered under the Affirmative Action Program for Employment of the Disabled, Veterans and Disabled Veterans should notify the Human Resources Department. Submission of this information is entirely voluntary and refusal to provide it will not subject the employee or applicant to any adverse treatment. Information obtained concerning individuals shall be kept confidential, except that such information may be released as follows: (1) supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and disabled veterans and regarding necessary accommodations; (2) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and, (3) government officials investigating compliance with state or federal law.

In order to assure proper placement of employees or post-offer applicants requesting consideration under the Company's Affirmative Action program for Employment of the Disabled, Veterans and Disabled Veterans, it is requested that such employees or applicants advise the appropriate Company representative as to: (1) any special methods, skills and procedures which might qualify them for positions that they might not otherwise be able to do because of their disability so that they will be considered for any positions of that kind; and (2) the reasonable accommodations that Cloud Peak Energy Resources LLC could make which would enable them to perform the job properly and safely, including special equipment, change in the physical layout of the job, elimination of certain duties relating to the job, or other reasonable accommodations.

Cloud Peak Energy's EEO Coordinator is the SVP Human Resources and/or designee at each site location. The EEO Coordinator is responsible for compliance with state and federal EEO laws and affirmative action regulations. Cloud Peak Energy's EEO Coordinator is also responsible for implementing the Cloud Peak Energy Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator.

I support the policy of equal employment opportunity. I ask for your continued assistance and support in maintaining an environment that reflects Cloud Peak Energy's commitment to equal opportunity and affirmative action. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy.

This Guideline is to be posted on a bulletin board on all properties of Cloud Peak Energy Resources LLC. Any questions or complaints about the application of this guideline should be taken up with the SVP Human Resources.

Colin Marshall, President and CEO

Cloud Peak Energy Resources LLC - Gillette Office (307) 687-6000