

Memorandum of Agreement

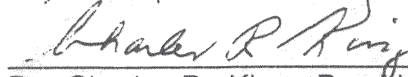
This Memorandum of Agreement is made this 1st day of September, 1997 between the Virginia Division of Mines (DMME) and Southwest (SVCC) and Mountain Empire (MECC) Community Colleges.

Whereas, the DMME, MECC, and SVCC are committed to providing quality coal mine health and safety training within their respective service regions all parties will work together to develop and coordinate class offerings. Courses such as New Miner Training, General Miner Certification, Electrical and Diesel Retraining, Advanced First Aid, and other certification classes will be coordinated in an effort to provide the industry with a comprehensive yearly training schedule. Furthermore, efforts will be made on an annual basis to coordinate and develop a standardized training program that will address the current identified health and safety training needs in the areas of Underground and Surface Annual Retraining, Electrical Retraining, Diesel Retraining, Advanced First Aid Retraining, and Supervisory/Continuing Education training.

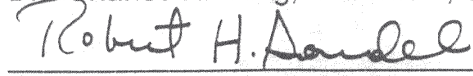
Whereas, the DMME has a "Small Mine Assistance" program and MECC and SVCC have established Mine Health and Safety programs within their respective service areas, each party will coordinate and deliver the most effective and efficient services from the appropriate provider. In January of each year the parties will exchange a listing of operations that have participated in their respective program for the previous twelve months.

Whereas, the DMME, MECC and SVCC are each developing various instructional materials, each will agree to make known these resources and share them upon request.

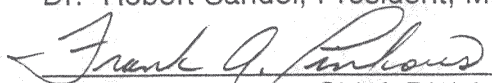
Therefore the intent of this agreement is for the DMME, SVCC and MECC to partner together and maximize resources and talents to better serve our customers in Virginia. This agreement will not be construed as an attempt to limit or impede any of the parties from fulfilling their mission or obligations.



Dr. Charles R. King; President, SVCC

 8/19/97

Dr. Robert Sandel; President, MECC



Mr. Frank Linkous; Chief, Division of Mines, DMME