

*The following message is being sent to all Peabody employees. Managers, please print and post this message.*

Dear Employee:

You may recently have received a package – or you may have received multiple packages – from our claims agent enclosing a “proof of claim” form with a notice explaining the form and deadline for submitting a creditor’s claim prior to **August 19, 2016**. This package was mailed to anyone who has a relationship with Peabody who could be a potential creditor, including Peabody directors and employees.

If you received multiple packages, that is because your name appears on multiple lists of parties related to Peabody. Some proof of claim forms will include an identifying bar code, indicating a specific claim or type of claim that you may have. Others will not include a bar code – these forms do not relate to a specific claim but are intended to serve as notice to individuals that they might have a claim.

We want you to be aware that as a current employee of Peabody, you **are not** required to complete and send in the proof of claim form unless you believe that Peabody owes you for a claim other than for your regular wages and benefits that arose before April 13, 2016.

- For example, you **are not** required to submit a claim for any of the following: Regular wages, salary, purchasing cards and reimbursements, relocation expenses, health and welfare benefits, paid time off, short-term incentive plans, long-term incentive plans, retention awards, other bonus, retention or incentive programs, mine-level incentive programs, other bonus, retention or incentive programs, and accrued or banked vacation.
- You **are not** required to submit a claim associated with your 401(k) or any defined benefit pension plan.
- You also **are not required** to submit a claim based exclusively on your ownership of Peabody stock.
- However, you **are required** to submit a claim for any supplemental retirement benefit, including under Peabody’s supplemental pension plan (SERP) and Peabody’s supplemental 401(k) (SERA).
- You also **are required** to submit a claim if you believe Peabody owes you money for a claim for any other matter or event that occurred prior to April 13, 2016.
- If you wish to submit a claim, then complete the form – either in paper form or online at <https://epoc.kccllc.net/peabody> – according to the instructions, and submit by doing one of the following:
  - Mailing the form by first-class mail, overnight courier or hand-delivery to Peabody Energy Corp Claims Processing Center, c/o KCC, 2335 Alaska Avenue, El Segundo, CA 90245;

- Using the claims agent website at <https://epoc.kccllc.net/peabody> to electronically submit your claim; or
  - Using the court's website at <http://www.moeb.uscourts.gov/epoc> to submit your claim.
  - Proof of claim forms may **not** be delivered by facsimile or e-mail transmission.
- If you misplaced the forms that were sent to you, you may contact Peabody's call center at 866-967-1783 (or 310-751-2683 if calling from outside the United States or Canada), and our claims agent will send you replacement forms. If calling from Australia: 1300 386 742 and +61 3 9415 4613 if calling from outside of Australia.
  - Remember, proof of claim forms must be **received** by the claims agent or the court's website on or before **August 19, 2016**. Do not wait until August 19, 2016 to submit your claim form by mail, as it will not be received in time. If your form is not received by August 19, you will not be able to submit a claim and participate in the creditor's process.
  - If you have any questions about the process or whether you should to submit a claim, please contact Peabody's call center.
  - Additional details regarding the case may be obtained at PeabodyEnergy.com in the Chapter 11 protection section.

Thank you for your attention to the important claims process.