

My name is Emily Arthun, and I am the Director, Talent Management for Cloud Peak Energy. Thank you for the opportunity to appear before your committee today on behalf of Cloud Peak Energy and the Women's Mining Coalition.

Cloud Peak Energy is one of the largest coal producers in the United States and has been recognized for its excellent safety and environmental record. The company owns and operates three surface mines in the Powder River Basin, which is located in Wyoming and Montana. Cloud Peak Energy's 2013 total coal sales of 89.1 million tons supplied approximately 4 percent of the nation's electricity; enough energy to power approximately 15 million U.S. homes. Last year, Cloud Peak Energy paid \$360 million in taxes and royalties to federal, state and local governments in addition to \$79 million in leases for future production. For the same year, our corporate income totaled \$52 million. Thus, our contribution to America's energy supply and taxpayers is significant.

The Women's Mining Coalition (WMC) is an organization with nationwide representation from Alaska to New York and all points in between, with members working as scientists, engineers, miners, and administrators. The modern domestic mining industry has WMC members and participants working in all sectors, including industrial minerals, metals, and coal mining; energy generation and distribution; manufacturing and transportation; and in the service industries supporting the domestic and international mining community.

My personal experience in mining started in a small agricultural community in Montana that was also home to a gold mine. I toured the mine as a young girl and remember the equipment and operators. However, I can assure you that I did not walk away thinking there was a possible career there.

After completing college and living in Texas for several years, I married and moved to a small community with a palladium mine. Initially, I refused to consider working at the mine, as I let some of the misperceptions of the mine influence my opinion. After a year, it became obvious that if I still wanted a career I needed to apply at the mine.

I was lucky enough to be offered a position in the recruiting department for the mine. I say lucky because I truly learned about all the career opportunities offered at a mining company by working in recruiting. Thirteen years later, I sit before you to talk about opportunities for women and minorities in mining an industry I love.

Opportunities in Mining

Cloud Peak Energy currently has approximately 1,700 employees across our three mines and corporate offices. Many of these employees are Miners, operating multi-million dollar, state-of-the-art equipment, including draglines, shovels and haul trucks. The cabins of these machines are air-conditioned, pressurized and climate controlled. They feature satellite radio and are fully integrated with our operations center.

In addition to Miners, we employ a host of electricians, welders, and engineers as well as those in finance, information technology, health and safety and human resources. Today's energy production requires a team with skills drawn from across disciplines, which creates opportunities many simply do not consider when selecting a career path and field.

Many are surprised to learn of Cloud Peak Energy's award-winning record of safety and environmental stewardship. Within the last six months, two of our mines reached significant safety milestones, operating for more than one-million work-hours without a reportable injury. We continue to strive to a zero incident rate with a rate of 0.59 in 2013. These accomplishments are testaments to the company's focus on safe and responsible production.

One significant area for our company and southeast Montana is the agreement reached with the Crow Indian Tribe. Last year, Cloud Peak Energy signed option and exploration agreements with the Crow Indian Tribe in Montana covering up to 1 billion in-place tons of the tribe's coal. If even a portion of this coal were to be mined it would bring significant benefits for the tribe's people, including jobs and revenue.

Challenges for Hiring

At Cloud Peak Energy, we are hiring experienced individuals as well as new collegiate graduates in multiple disciplines. We are also hiring those from the technical skilled trades, including mechanical, electrical, welding, machining and equipment operators. Our challenge, as a company and as a sector, is to educate individuals about the exciting opportunities American energy production offers.

As I mentioned earlier, Cloud Peak Energy has 1,700 employees. Of those 1,700 people, 13.1 percent are women and 6.3 percent are minorities. We often ask ourselves why the percentages are so low. From my personal experience, I believe most women and minority would-be candidates have no concept of what mining is.

The old perception of being a Miner is that the work is hard, dirty and dangerous. However, as I described earlier, the modern mining conducted by Cloud Peak Energy is far different and dispels these misconceptions.

To further help answer those lingering questions about mining, I would like to briefly share the story of Joyce Neal, a recent retiree of Cloud Peak Energy's Spring Creek Coal Mine in Montana. At 72 years-old, Joyce Neal was the oldest employee at Spring Creek and one of 15 women working at the mine at the time of her retirement. Joyce worked at the mine for 30 years.

When she was interviewed about her experiences, she was asked why so few women enter the profession, and she said "she imagines that some might be intimidated by the enormity of the machinery they're charged with handling." Still, she said her gender never put her at a disadvantage when it came to fitting in. She started working at Spring Creek in the early 1980's, looking for a way to support her children after a divorce. Managers at Spring Creek said Joyce played a crucial role in shaping the unique employee culture at the mine. As stated, Joyce went to work at the mine to support her family, and this holds true today with the average salary of \$69,000 at Cloud Peak Energy.

Cloud Peak Energy is committed to hiring collegiate interns, and this year we are excited that two of our three mining interns are women; one from University of Wyoming and the other from Missouri S&T. While we are encouraged by the number of women and minorities that we see when we visit college campuses, there is still an obvious contrast of individuals entering engineering fields.

The industry also faces a shortage of skilled technical labor, so Cloud Peak Energy has partnered with the Wyoming Community Colleges in our COOP program to train and hire welders, mechanics and electricians. While we are seeing more women and minorities at college career fairs, we still do not see a large amount of women entering the technical skills arena. I have worked for Cloud Peak Energy for five years, and we have always had mechanic, electrician and welder positions open; this is truly an opportunity for individuals to have a career.

At the same time, the energy sector is preparing for a wave of retirements. The Energy sector employment has been cyclical, so many companies often have a large number of employees who are either new to the field or in the last few years of their career. Of those nearing retirement, most are white males.

In the 1990's, the industry saw a decline in engineering degrees at universities. Now, the industry is struggling to fill its engineering roles as employees retire who were hired before the last cycle.

Montana Tech, which specializes in many of the fields required for today's energy job market, conducted a salary survey in 2011 and found a mining engineer's graduating from Montana Tech average starting salary will be \$63,113; Cloud Peak Energy recently started an engineer at \$64,000. By contrast, the annual mean wage in Montana was \$38,030 in 2012, according to the U.S. Department of Labor's Bureau of Labor Statistics. Thus, these are good-paying jobs that are important for communities around the country.

As an industry we need to work together to promote the opportunities created by American energy production. We must do a better job of helping individuals learn about the number of great opportunities that exist. Getting this information at a younger and younger age will help provide a goal and help them prepare for these rewarding careers. The more we can get in front of them, the more we can show how they can achieve productivity and economic success for themselves, their families and their employers, here in the United States.

I appreciate the opportunity to speak with you today on this important topic. Thank you again for asking me to participate.