

United Mine Workers of America

**Cash Deferred Savings Plan  
of 1988**

File Layouts  
And  
Sample Files

For  
Electronic Submission

January 31, 2012

**UMWA Cash Deferred Savings Plan of 1988  
Instruction for Web Site Electronic Submission**

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**UMWA Cash Deferred Savings Plan of 1988**  
**Instruction for Web Site Electronic Submission**

- I. Cash Deferred Savings Plan (CDSP) Electronic Submission General Information**
- A. Hours of Operations
    - 1. The web site will be available 24 hours / 7 days a week / 365 days per year (24/7/365). The site will occasionally be shut down for maintenance reasons.
  - B. Security
    - 1. The web site is fully secured using 2048-bit SSL (note the lock at the bottom, right hand corner of the screen or just right of the address bar).
    - 2. User ID and password are required. Please call the Funds' Call Center at 1-800-291-1425, choose **option one** (1) then **enter 2275** to request a user ID and password.
  - C. Supported Browsers
    - 1. The web site supports Microsoft Internet Explorer 6.0 or higher.
    - 2. Netscape or other browsers have not been tested for this web site.
  - D. Employees to Include in Submissions
    - 1. File upload or data entry should include **all classified (union) employees who are eligible to contribute** to the CDSP, whether or not they actually make 401(k) contributions (CDSP participants & non-participants).
  - E. Web Address
    - 1. Please go to <http://www.umwafunds.org/> click on "CDSP" then click on "Employer Uploads".

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**II. File Layouts**

**A. New Hires – Fixed Position Option 1.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
First Name	18	37	20	Trailing spaces required
Middle Name	38	57	20	May be blank but must be 20 spaces
Last Name	58	77	20	Trailing spaces required
Street Address 1	78	107	30	Trailing spaces required
Street Address 2	108	137	30	May be blank but must be 30 spaces
City	138	167	30	Trailing spaces required
State	168	169	2	Standard 2 position State abbreviation
Zip Code	170	174	5	Only digits 0-9, with leading zeros
Telephone Number	175	184	10	Only digits 0-9, with leading zeros, no separators
Marital Status	185	185	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	186	186	1	M(ale) or F(emale)
Date of Birth	187	196	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Date of Hire	197	206	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Total Length			206	

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**B. New Hires – Fixed Position Option 2.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
First Name	18	37	20	Trailing spaces required
Middle Name	38	57	20	May be blank but must be 20 spaces
Last Name	58	77	20	Trailing spaces required
Street Address 1	78	107	30	Trailing spaces required
Street Address 2	108	137	30	May be blank but must be 30 spaces
City	138	167	30	Trailing spaces required
State	168	169	2	Standard 2 position State abbreviation
Zip Code	170	174	5	Only digits 0-9, with leading zeros
Telephone Number	175	184	10	Only digits 0-9, with leading zeros, no separators
Marital Status	185	185	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	186	186	1	M(ale) or F(emale)
Date of Birth	187	194	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Date of Hire	195	202	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Total Length			202	

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C. New Hires – Fixed Position Option 3.

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
First Name	16	35	20	Trailing spaces required
Middle Name	36	55	20	May be blank but must be 20 spaces
Last Name	56	75	20	Trailing spaces required
Street Address 1	76	105	30	Trailing spaces required
Street Address 2	106	135	30	May be blank but must be 30 spaces
City	136	165	30	Trailing spaces required
State	166	167	2	Standard 2 position State abbreviation
Zip Code	168	176	5	Only digits 0-9, with leading zeros
Telephone Number	173	182	10	Only digits 0-9, with leading zeros, no separators
Marital Status	183	183	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	184	184	1	M(ale) or F(emale)
Date of Birth	185	194	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Date of Hire	195	204	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Total Length			204	

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**D. New Hires – Fixed Position Option 4.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
First Name	16	35	20	Trailing spaces required
Middle Name	36	55	20	May be blank but must be 20 spaces
Last Name	56	75	20	Trailing spaces required
Street Address 1	76	105	30	Trailing spaces required
Street Address 2	106	135	30	May be blank but must be 30 spaces
City	136	165	30	Trailing spaces required
State	166	167	2	Standard 2 position State abbreviation
Zip Code	168	172	5	Only digits 0-9, with leading zeros
Telephone Number	173	182	10	Only digits 0-9, with leading zeros, no separators
Marital Status	183	183	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	184	184	1	M(ale) or F(emale)
Date of Birth	185	192	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Date of Hire	193	200	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Total Length			200	



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E. New Hires – Comma Separated Option 1.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
First Name	20	Trailing spaces not required
Middle Name	20	Trailing spaces not required, optional but quotes and comma still required
Last Name	20	Trailing spaces not required
Street Address 1	30	Trailing spaces not required
Street Address 2	30	Trailing spaces not required, optional but quotes and comma still required
City	30	Trailing spaces not required
State	2	Standard 2 position State abbreviation
Zip Code	5	Only digits 0-9, with leading zeros
Telephone Number	10	Only digits 0-9, with leading zeros, no separators
Marital Status	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	1	M(ale) or F(emale)
Date of Birth	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Date of Hire	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)

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F. New Hires – Comma Separated Option 2.

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros
First Name	20	Trailing spaces not required
Middle Name	20	Trailing spaces not required, optional but quotes and comma still required
Last Name	20	Trailing spaces not required
Street Address 1	30	Trailing spaces not required
Street Address 2	30	Trailing spaces not required, optional but quotes and comma still required
City	30	Trailing spaces not required
State	2	Standard 2 position State abbreviation
Zip Code	5	Only digits 0-9, with leading zeros
Telephone Number	10	Only digits 0-9, with leading zeros, no separators
Marital Status	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	1	M(ale) or F(emale)
Date of Birth	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Date of Hire	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)

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G. New Hires – Comma Separated Option 3.

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
First Name	20	Trailing spaces not required
Middle Name	20	Trailing spaces not required, optional but quotes and comma still required
Last Name	20	Trailing spaces not required
Street Address 1	30	Trailing spaces not required
Street Address 2	30	Trailing spaces not required, optional but quotes and comma still required
City	30	Trailing spaces not required
State	2	Standard 2 position State abbreviation
Zip Code	5	Only digits 0-9, with leading zeros
Telephone Number	10	Only digits 0-9, with leading zeros, no separators
Marital Status	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	1	M(ale) or F(emale)
Date of Birth	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Date of Hire	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)

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H. New Hires – Comma Separated Option 4.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros
First Name	20	Trailing spaces not required
Middle Name	20	Trailing spaces not required, optional but quotes and comma still required
Last Name	20	Trailing spaces not required
Street Address 1	30	Trailing spaces not required
Street Address 2	30	Trailing spaces not required, optional but quotes and comma still required
City	30	Trailing spaces not required
State	2	Standard 2 position State abbreviation
Zip Code	5	Only digits 0-9, with leading zeros
Telephone Number	10	Only digits 0-9, with leading zeros, no separators
Marital Status	1	One of: B (unspecified), M (married), S (single), D (divorced), W (widowed), H (head of household), or O (other)
Gender	1	M(ale) or F(emale)
Date of Birth	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Date of Hire	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)

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**I. Terminations – Fixed Position Option 1.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Termination Date	16	25	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Total Length			25	

**J. Terminations – Fixed Position Option 2.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Termination Date	16	23	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Total Length			23	

**K. Terminations – Fixed Position Option 3.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Termination Date	18	27	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)
Total Length			27	

**L. Terminations – Fixed Position Option 4.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Termination Date	18	25	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)
Total Length			25	

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M. Terminations – Comma Separated Option 1.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

Field	Length	Notes
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Termination Date	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)

N. Terminations – Comma Separated Option 2.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

Field	Length	Notes
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Termination Date	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)

O. Terminations – Comma Separated Option 3.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

Field	Length	Notes
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Termination Date	10	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with either as slash (/) or dash (-) between month and day and between day and year (MM/DD/YYYY or MM-DD-YYYY)

P. Terminations – Comma Separated Option 4.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

Field	Length	Notes
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Termination Date	8	Only digits 0-9, with leading zeros, 2 digit month 2 digit day 4 digit year, with no separator between month and day and between day and year (MMDDYYYY)

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**Q. Employee Contributions – Fixed Position Option 1.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Pay Period Gross Salary	16	24	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	25	27	3	No percent sign, with leading zeros, no decimal point, and no decimals
Pay Period Deferral Amount	28	36	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Total Length			36	

**R. Employee Contributions – Fixed Position Option 2.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Pay Period Gross Salary	16	23	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	24	26	3	No percent sign, with leading zeros, no decimal point, and no decimals
Pay Period Deferral Amount	27	34	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Total Length			34	

**S. Employee Contributions – Fixed Position Option 3.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Pay Period Gross Salary	18	26	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	27	29	3	No percent sign, with leading zeros, no decimal point, and no decimals
Pay Period Deferral Amount	30	38	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Total Length			38	

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**T. Employee Contributions – Fixed Position Option 4.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Pay Period Gross Salary	18	25	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	26	28	3	No percent sign, with leading zeros, no decimal point, and no decimals
Pay Period Deferral Amount	29	36	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
<b>Total Length</b>			<b>36</b>	

**U. Employee Contributions – Comma Separated Option 1.**

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Pay Period Gross Salary	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	3	No percent sign, no decimal point, and no decimals
Pay Period Deferral Amount	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

**V. Employee Contributions – Comma Separated Option 2.**

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Pay Period Gross Salary	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	3	No percent sign, no decimal point, and no decimals
Pay Period Deferral Amount	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)



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W. Employee Contributions – Comma Separated Option 3.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Pay Period Gross Salary	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	3	No percent sign, no decimal point, and no decimals
Pay Period Deferral Amount	9	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

X. Employee Contributions – Comma Separated Option 4.

All Fields must be surrounded by double quotes ("\_") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Pay Period Gross Salary	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Pay Period Deferral Percentage	3	No percent sign, no decimal point, and no decimals
Pay Period Deferral Amount	8	No dollar sign, no comma, without decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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**Y. Employer Contributions – Pre NBCWA 2011 – Fixed Position Option 1.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Employer Contribution Amount	16	25	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign (blank for positive, "-" for negative)
Hours	26	34	9	With no comma, with decimal point (2 positions to right of decimal point), with leading sign (blank for positive, "-" for negative)
Total Length			34	

**Z. Employer Contributions – Pre NBCWA 2011 – Fixed Position Option 2.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
Employer Contribution Amount	16	24	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (blank for positive, "-" for negative)
Hours	25	32	8	No comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (blank for positive, "-" for negative)
Total Length			32	

**AA. Employer Contributions – Pre NBCWA 2011 – Fixed Position Option 3.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Employer Contribution Amount	18	27	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign (blank for positive, "-" for negative)
Hours	28	36	9	No comma, with decimal point (2 positions to right of decimal point), with leading sign (blank for positive, "-" for negative)
Total Length			36	

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**BB. Employer Contributions – Pre NBCWA 2011 – Fixed Position Option 4.**

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	17	11	Only digits 0-9 and 2 dashes, with leading zeros
Employer Contribution Amount	18	26	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (blank for positive, "-" for negative)
Hours	27	34	8	No comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (blank for positive, "-" for negative)
Total Length			34	

**CC. Employer Contributions – Pre NBCWA 2011 – Comma Separated Option 1.**

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Employer Contribution Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)
Hours	9	No comma, with decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)

**DD. Employer Contributions – Pre NBCWA 2011 – Comma Separated Option 2.**

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
Employer Contribution Amount	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)
Hours	8	No comma, no decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)

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EE. Employer Contributions – **Pre NBCWA 2011** – Comma Separated Option 3.

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Employer Contribution Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)
Hours	9	No comma, with decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)

FF. Employer Contributions – **Pre NBCWA 2011** – Comma Separated Option 4.

All Fields must be surrounded by double quotes (" ") and separated by a comma (,).

<b>Field</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
Employer Contribution Amount	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)
Hours	8	No comma, no decimal point (2 positions to right of decimal point), with leading sign (( <b>OPTIONAL</b> ) blank for positive, ( <b>REQUIRED</b> ) "-" for negative)

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GG. Employer Contributions – NBCWA 2011 – Fixed Position Option 1.

1. Detail Data Record

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
NIM2007 EPC Amount	16	25	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Hours	26	35	10	With no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
UMWA Mine #	36	38	3	Only digits 0-9, with leading zeros. If reporting at the company level please use three zeroes (000).
NIM2012 EPC Amount	39	48	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Amount	49	58	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Amount	59	68	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Amount	69	78	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Amount	79	88	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Amount	89	98	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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EM20 SPC Amount	99	108	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other	109	118	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee	119	128	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Total Length			128	

2. Trailer Record (optional)

Field	Start	End	Length	Notes
NIM2007 EPC Contribution Amount	1	20	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 EPC Contribution Amount	21	40	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Contribution Amount	41	60	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Contribution Amount	61	80	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Contribution Amount	81	100	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Contribution Amount	101	120	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Contribution Amount	121	140	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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EM20 SPC Contribution Amount	141	160	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other Contribution Amount	161	180	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee Amount	181	200	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Hours Amount	201	220	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 Hours Amount	221	240	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp Hours Amount	241	260	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM Hours Amount	261	280	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 Hours Amount	281	300	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 Hours Amount	301	320	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Records	321	340	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIM2012 Records	341	360	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.

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20YrSupp Records	361	380	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIMEM Records	381	400	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EMLess20 Records	401	420	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EM20 Records	421	440	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Other Records	441	460	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Late Fee Records	461	480	20	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Total Length			480	



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HH. Employer Contributions – NBCWA 2011 – Fixed Position Option 2.

1. Detail Data Record

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
UMWA Coal Co. #	1	6	6	Only digits 0-9, with leading zeros
Social Security Number	7	15	9	Only digits 0-9, with leading zeros, no dashes
NIM2007 EPC Amount	16	24	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Hours	25	34	9	No comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
UMWA Mine #	34	36	3	Only digits 0-9, with leading zeros. If reporting at the company level please use three zeroes (000).
NIM2012 EPC Amount	37	45	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Amount	46	54	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Amount	55	63	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Amount	64	72	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Amount	73	81	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Amount	82	90	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with

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				leading zeros, with leading sign <b>(REQUIRED)</b> (blank for positive, "-" for negative)
EM20 SPC Amount	91	99	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign <b>(REQUIRED)</b> (blank for positive, "-" for negative)
Other	100	108	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign <b>(REQUIRED)</b> (blank for positive, "-" for negative)
Late Fee	109	117	9	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign <b>(REQUIRED)</b> (blank for positive, "-" for negative)
Total Length			117	

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2. Trailer Record (optional)

<b>Field</b>	<b>Start</b>	<b>End</b>	<b>Length</b>	<b>Notes</b>
NIM2007 EPC Contribution Amount	1	19	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 EPC Contribution Amount	20	38	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Contribution Amount	39	57	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Contribution Amount	58	76	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Contribution Amount	77	95	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Contribution Amount	96	114	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Contribution Amount	115	133	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 SPC Contribution Amount	134	152	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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Other Contribution Amount	153	171	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee Amount	172	190	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Hours Amount	191	209	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 Hours Amount	210	228	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp Hours Amount	229	247	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM Hours Amount	248	266	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 Hours Amount	267	285	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 Hours Amount	286	304	19	No dollar sign, no comma, no decimal point (last 2 positions will be assumed to be right of implied decimal point), with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Records	305	323	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.

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NIM2012 Records	324	342	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
20YrSupp Records	343	361	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIMEM Records	362	380	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EMLess20 Records	381	399	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EM20 Records	400	418	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Other Records	419	437	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Late Fee Records	438	456	19	No comma, with leading zeros, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Total Length			456	

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- II. Employer Contributions – **NBCWA 2011** – Comma Separated Option 1.  
All Fields must be surrounded by double quotes (" ") and separated by a comma (.).
1. Detail Data Record

<b>Field</b>	<b>Max Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	9	Only digits 0-9, with leading zeros, no dashes
NIM2007 EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Hours	9	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
UMWA Mine #	3	Only digits 0-9, with leading zeros. If reporting at the company level please use three zeroes (000).
NIM2012 EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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2. Trailer Record (optional)

<b>Field</b>	<b>Max Length</b>	<b>Notes</b>
NIM2007 EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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NIM2007 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIM2012 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
20YrSupp Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIMEM Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EMLess20 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EM20 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Other Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Late Fee Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.



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- JJ. Employer Contributions – **NBCWA 2011** – Comma Separated Option 2.  
All Fields must be surrounded by double quotes (" ") and separated by a comma (.).  
1. Detail Data Record

<b>Field</b>	<b>Max Length</b>	<b>Notes</b>
UMWA Coal Co. #	6	Only digits 0-9, with leading zeros
Social Security Number	11	Only digits 0-9 and 2 dashes, with leading zeros
NIM2007 EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Hours	10	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
UMWA Mine #	3	Only digits 0-9, with leading zeros. If reporting at the company level please use three zeroes (000).
NIM2012 EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 SPC Amount	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee	10	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

**UMWA Cash Deferred Savings Plan of 1988  
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2. Trailer Record (optional)

<b>Field</b>	<b>Max Length</b>	<b>Notes</b>
NIM2007 EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM EPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 SPC Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Other Contribution Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
Late Fee Amount	20	No dollar sign, no comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2007 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIM2012 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
20YrSupp Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
NIMEM Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EMLess20 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)
EM20 Hours Amount	20	No comma, with decimal point (2 positions to right of decimal point), with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative)

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NIM2007 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIM2012 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
20YrSupp Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
NIMEM Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EMLess20 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
EM20 Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Other Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.
Late Fee Records	20	No comma, with leading sign ( <b>REQUIRED</b> ) (blank for positive, "-" for negative). Integer number with no explicit or implied decimal point.

**UMWA Cash Deferred Savings Plan of 1988  
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**III. Sample Files**

A. New Hires

Fixed Position Option 1

123456999-99-9999	First Name	Middle Name	Last Name
Street Address Line 1	Street Address Line 2	City	
ST123451234567890BF04/01/196706-14-1986			

Fixed Position Option 2

123456999-99-9999	First Name	Middle Name	Last Name
Street Address Line 1	Street Address Line 2	City	
ST123451234567890SM0401196706141986			

Fixed Position Option 3

1234569999999999	First Name	Middle Name	Last Name
Street Address Line 1	Street Address Line 2	City	
ST123451234567890MF04/01/196706-14-1986			

Fixed Position Option 4

1234569999999999	First Name	Middle Name	Last Name
Street Address Line 1	Street Address Line 2	City	
ST123451234567890WM0401196706141986			

**UMWA Cash Deferred Savings Plan of 1988  
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Comma Separated Option 1

"123456","999-99-9999","First Name","Middle Name","Last Name","Street Address Line 1","Street Address Line 2","City","ST","12345","1234567890","B","F","04/01/1967","06-14-1986"

Comma Separated Option 2

"123456","999-99-9999","First Name","Middle Name","Last Name","Street Address Line 1","Street Address Line 2","City","ST","12345","1234567890","B","F","04011967","06141986"

Comma Separated Option 3

"123456","999999999","First Name","Middle Name","Last Name","Street Address Line 1","Street Address Line 2","City","ST","12345","1234567890","B","F","04/01/1967","06-14-1986"

Comma Separated Option 4

"123456","999999999","First Name","Middle Name","Last Name","Street Address Line 1","Street Address Line 2","City","ST","12345","1234567890","B","F","04011967","06141986"

**UMWA Cash Deferred Savings Plan of 1988  
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**B. Terminations**

**Fixed Position Option 1**

123457999999999907/03/2002

123457999999999906/30/2002

or

123457999999999907-03-2002

123457999999999906-30-2002

**Fixed Position Option 2**

123457999999999907032002

123457999999999906302002

**Fixed Position Option 3**

123457999-99-999907/03/2002

123457999-99-999906/30/2002

or

123457999-99-999907-03-2002

123457999-99-999906-30-2002

**Fixed Position Option 4**

123457999-99-999907032002

123457999-99-999906302002

**Comma Separated Option 1**

"123457" , "999999999" , "07/03/2002"

"123457" , "999999999" , "06/30/2002"

or

"123457" , "999999999" , "07-03-2002"

"123457" , "999999999" , "06-30-2002"

**Comma Separated Option 2**

"123457" , "999999999" , "07032002"

"123457" , "999999999" , "06302002"

**Comma Separated Option 3**

"123457" , "999-99-9999" , "07/03/2002"

"123457" , "999-99-9999" , "06/30/2002"

or

"123457" , "999-99-9999" , "07-03-2002"

"123457" , "999-99-9999" , "06-30-2002"

**Comma Separated Option 4**

"123457" , "999-99-9999" , "07032002"

"123457" , "999-99-9999" , "06302002"

**UMWA Cash Deferred Savings Plan of 1988  
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**C. Employee Contributions**

**Fixed Position Option 1**

123457999999999 02345.00005 00117.25  
123457999999999 01000.00010 00100.00  
123457999999999-01000.00010-00100.00

**Fixed Position Option 2**

123457999999999 0234500005 0011725  
123457999999999 0100000010 0010000  
123457999999999-0100000010-0010000

**Fixed Position Option 3**

123457999-99-9999 02345.00005 00117.25  
123457999-99-9999 01000.00010 00100.00  
123457999-99-9999-01000.00010-00100.00

**Fixed Position Option 4**

123457999-99-9999 0234500005 0011725  
123457999-99-9999 0100000010 0010000  
123457999-99-9999-0100000010-0010000

**Comma Separated Option 1**

"123457", "999999999", " 02345.00", "005", " 00117.25"  
"123457", "999999999", " 01000.00", "010", " 00100.00"  
"123457", "999999999", "-01000.00", "010", "-00100.00"

**Comma Separated Option 2**

"123457", "999999999", " 0234500", "005", " 0011725"  
"123457", "999999999", " 0100000", "010", " 0010000"  
"123457", "999999999", "-0100000", "010", "-0010000"

**Comma Separated Option 3**

"123457", "999-99-9999", " 02345.00", "005", " 00117.25"  
"123457", "999-99-9999", " 01000.00", "010", " 00100.00"  
"123457", "999-99-9999", "-01000.00", "010", "-00100.00"

**Comma Separated Option 4**

"123457", "999-99-9999", " 0234500", "005", " 0011725"  
"123457", "999-99-9999", " 0100000", "010", " 0010000"  
"123457", "999-99-9999", "-0100000", "010", "-0010000"

**UMWA Cash Deferred Savings Plan of 1988  
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**D. Employer Contributions – Pre NBCWA 2011**

**Fixed Position Option 1**

123457999999999 000080.00 00080.00  
123457999999999 000080.00 00080.00  
123457999999999-000080.00-00080.00

**Fixed Position Option 2**

123457999999999 00008000 0008000  
123457999999999 00008000 0008000  
123457999999999-00008000-0008000

**Fixed Position Option 3**

123457999-99-9999 000080.00 00080.00  
123457999-99-9999 000080.00 00080.00  
123457999-99-9999-000080.00-00080.00

**Fixed Position Option 4**

123457999-99-9999 00008000 0008000  
123457999-99-9999 00008000 0008000  
123457999-99-9999-00008000-0008000



**UMWA Cash Deferred Savings Plan of 1988**  
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**Comma Separated Option 1**

"123457", "999999999", " 000080.00", " 00080.00"  
"123457", "999999999", " 000080.00", " 00080.00"  
"123457", "999999999", "-000080.00", "-00080.00"

**Comma Separated Option 2**

"123457", "999999999", " 00008000", " 0008000"  
"123457", "999999999", " 00008000", " 0008000"  
"123457", "999999999", "-00008000", "-0008000"

**Comma Separated Option 3**

"123457", "999-99-9999", " 000080.00", " 00080.00"  
"123457", "999-99-9999", " 000080.00", " 00080.00"  
"123457", "999-99-9999", "-000080.00", "-00080.00"

**Comma Separated Option 4**

"123457", "999-99-9999", " 00008000", " 0008000"  
"123457", "999-99-9999", " 00008000", " 0008000"  
"123457", "999-99-9999", "-00008000", "-0008000"

**UMWA Cash Deferred Savings Plan of 1988**  
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E. Employer Contributions – **NBCWA 2011**

(Line breaks added, actual records must not have embedded line breaks)

Fixed Position Option 1 Detail Records

123457999999999 000080.00 000080.00115 000000.00 000000.00 000000.00 000000.00  
000000.00 000000.00 000000.00 000000.00 000000.00

123457999999999 000000.00 000080.00115 000080.00 000080.00 000000.00000000.00  
000000.00 000000.00 000000.00 000000.00 000000.00

123457999999999-000000.00-000080.00115 000000.00 000000.00-000080.00000000.00  
000000.00 000000.00 000000.00 000000.00 000000.00

Fixed Position Option 1 Trailer Record

0000000000080984.22 0000000000000345.00 0000000000000345.00 0000000000044825.52  
0000000000000000.00 0000000000000000.00 0000000000000000.00 0000000000000000.00  
0000000000000000.00 0000000000000000.00 0000000000080976.22 0000000000000345.00  
00000000000070116.71 0000000000000000.00 0000000000000000.00 0000000000000000.00  
0000000000000010.47 0000000000000000.10 0000000000000008.94 0000000000000000.00  
0000000000000000.00 0000000000000000.00 0000000000000000.00 0000000000000000.00

**UMWA Cash Deferred Savings Plan of 1988**  
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**Fixed Position Option 2 Detail Records**

123457999999999 00008000 00008000123 00000000 00000000 00000000 00000000  
00000000 00000000 00000000 00000000 00000000

123457999999999 00000000 00008000123 00008000 00008000 00000000 00000000  
00000000 00000000 00000000 00000000 00000000

123457999999999 00000000-00008000123 00000000 00000000-00008000 00000000  
00000000 00000000 00000000 00000000 00000000

**Fixed Position Option 2 Trailer Record**

000000000008098422 000000000000034500 000000000000034500 000000000004482552  
000000000000000000 000000000000000000 000000000000000000 000000000000000000  
000000000000000000 000000000000000000 000000000008097622 000000000000034500  
000000000007011671 000000000000000000 000000000000000000 000000000000000000  
0000000000000001047 0000000000000000010 000000000000000894 000000000000000000  
000000000000000000 000000000000000000 000000000000000000 000000000000000000

**UMWA Cash Deferred Savings Plan of 1988  
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**Comma Separated Option 1 Detail Records**

"123457", "999999999", " 000080.00", " 00080.00", "123", " 000000.00", " 000000.00", "  
000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00"

"123457", "999999999", " 000000.00", " 00080.00", "123", " 000080.00", " 000080.00", "  
000000.00000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00"

"123457", "999999999", " 000000.00", "-00080.00", "123", " 000000.00", " 000000.00-  
000080.00000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00"

**Comma Separated Option 1 Trailer Record**

" 92.45", " 82.50", " 82.50", " 62.75", " 100.00", " 100.00", " 77.50", " 162.00", "  
91.00", " 45.00", " 92.45", " 82.50", " 62.75", " 100.00", " 77.50", " 81.00", " 2", "  
2", " 2", " 2", " 2", " 2", " 2", " 2"

**UMWA Cash Deferred Savings Plan of 1988**  
**Instruction for Web Site Electronic Submission**

**Comma Separated Option 2 Detail Records**

"123457", "999-99-9999", " 000080.00", " 00080.00", "123", " 000000.00", "  
000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00", " 000000.00"

"123457", "999-99-9999", " 000000.00", " 00080.00", "123", " 000080.00", "  
000080.00", " 000000.00000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00", " 000000.00"

"123457", "999-99-9999", " 000000.00", "-00080.00", "123", " 000000.00", " 000000.00-  
000080.00000000.00", " 000000.00", " 000000.00", " 000000.00", " 000000.00", "  
000000.00"

**Comma Separated Option 2 Trailer Record**

" 92.45", " 82.50", " 82.50", " 62.75", " 100.00", " 100.00", " 77.50", " 162.00", "  
91.00", " 45.00", " 92.45", " 82.50", " 62.75", " 100.00", " 77.50", " 81.00", " 2", "  
2", " 2", " 2", " 2", " 2", " 2", " 2"

**UMWA Cash Deferred Savings Plan of 1988**  
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**IV. Additional Information**

- A. August 2009, Employer Contribution submission added.
  
- B. July 2011 – January 2012, Added NBCWA 2011 Employer Contributions