# SECURITIES AND EXCHANGE COMMISSION 

WASHINGTON, D.C. 20549

FORM 11-K

## ANNUAL REPORT

PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
[X] ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 1998.

OR
[ ] TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from $\qquad$ to $\qquad$ .

Commission file number 1-13105.
A. Full title of the plan and the address of the plan, if different from that of the issuer named below: Arch Coal, Inc. Employee Thrift Plan.
B. Name of issuer of the securities to be held pursuant to the plan and the address of its principal executive office: Arch Coal, Inc., Suite 300, CityPlace One, St. Louis, Missouri 63141.

FINANCIAL STATEMENTS AND EXHIBITS

Financial Statements and Schedules

Independent Auditors' Reports
Statements of Net Assets Available for Benefits, With Fund Information
Statement of Changes in Net Assets Available for Benefits, With Fund Information
Notes to Financial Statements
Schedule of Assets Held for Investment Purposes
Schedule of Reportable Transactions
Exhibits
23.1 - Consent of Ernst \& Young LLP, Independent Auditors
23.2 - Consent of Stone Carlie \& Company, L.L.C., Independent Auditors

Arch Coal, Inc. Employee Thrift Plan St. Louis, Missouri

Financial Statements
With Supplemental Schedules and Independent Auditors' Reports

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To the Administrator
Arch Coal, Inc. Employee Thrift Plan
We have audited the accompanying statement of net assets available for benefits of the Arch Coal, Inc. Employee Thrift Plan as of December 31, 1998 and the related statement of changes in net assets available for benefits for the year then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 1998, and the changes in net assets available for benefits for the year then ended in conformity with generally accepted accounting principles.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental schedules of assets held for investment purposes as of December 31, 1998 and reportable transactions for the year then ended are presented for purposes of complying with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, and are not a required part of the basic financial statements. The fund information in the statement of net assets available for benefits and the statement of changes in net assets available for benefits is presented for purposes of additional analysis rather than to present the net assets available for benefits and the changes in net assets available for benefits of each fund. The supplemental schedules and fund information have been subjected to the auditing procedures applied in our audit of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

STONE CARLIE \& COMPANY, L.L.C.
ST. LOUIS, MISSOURI
June 25, 1999

To the Administrator
Arch Coal, Inc. Employee Thrift Plan
We have audited the accompanying statement of net assets available for benefits, with fund information of the Arch Coal, Inc. Employee Thrift Plan as of December 31, 1997. This financial statement is the responsibility of the Plan's management. Our responsibility is to express an opinion on this financial statement based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statement is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statement referred to above presents fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 1997, in conformity with generally accepted accounting principles.

The fund information in the statement of net assets available for benefits is presented for purposes of additional analysis rather than to present the net assets available for benefits of each fund. The fund information has been subjected to the auditing procedures applied in our audit of the basic financial statement and, in our opinion, is fairly stated in all material respects in relation to the basic financial statement taken as a whole.

|  | Total | Arch Coal, Inc. Common Stock Fund | ARCO Common Stock Fund | Barclays <br> S\&P 500 <br> Equity Index Fund | Primco Stable Value Fund | Twentieth Century Ultra Fund | Twentieth Century International Growth Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |  |  |  |
| Investments |  |  |  |  |  |  |  |
| Common stock | \$ 24,770,870 | \$ 2,787, 504 | \$20,123,472 | - | - | - | - |
| Mutual funds | 103, 913,242 | ,787,504 | - | - | - | \$21,471,454 | \$6,214, 873 |
| Pooled separate account | 21,601,010 | - | - | - | \$21,601, 010 |  | - |
| Investment contracts | 19, 955, 691 | - | - | - ${ }^{-}$ | 19, 955,691 | - | - |
| Collective trust | 24,096,444 | - | - | \$20, 826, 732 | 3,269,712 | - | - |
| Participant notes receivable | 10,340,684 | - | - | - | - | - | - |
| Total investments | 204,677,941 | 2,787,504 | 20,123,472 | 20,826,732 | 44,826,413 | 21,471,454 | 6,214,873 |
| Receivables |  |  |  |  |  |  |  |
| Participant | 536,310 | 13,307 | - | 66,216 | 92,435 | 83,162 | 25,103 |
| Employer | 278,765 | 6,989 | - | 32,003 | 54,606 | 41,863 | 13,333 |
| Total receivables | 815,075 | 20,296 | - | 98,219 | 147,041 | 125,025 | 38,436 |
| Net assets available |  |  |  |  |  |  |  |
| for benefits | \$205, 493, 016 | \$ 2,807, 800 | \$20,123,472 | \$20, 924, 951 | \$44,973,454 | \$21,596,479 | \$6,253,309 |

## ARCH COAL, INC. EMPLOYEE THRIFT PLAN

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION
(Continued)
December 31, 1998

|  |  | Benham GNMA Fund | American Century Income and Growth Fund |  | Franklin <br> Balance <br> Sheet Fund | MAS Value Institutional Fund | J.P. Morgan Diversified Fund | Dodge \& Cox Balanced Fund | Schwab Personal Choice Account Fund | Loan Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |  |  |  |  |  |  |
| Investments |  |  |  |  |  |  |  |  |  |  |
| Common stock |  | - | -- |  | - | - | - | - | \$1, 859, 894 | - |
| Mutual funds \$ | \$ | 8,171,106 | \$30, 049, 366 |  | 7,610,710 | \$10, 861, 857 | \$ 6, 634,479 | \$12, 899, 397 | - | - |
| Pooled separate account |  | - | - |  | - | - | - | - | - | - |
| Investment contracts |  | - | - |  | - | - | - | - | - | - |
| Collective trust |  | - | - |  | - | - | - | - | - | - |
| Participant notes receivable |  | - | - |  | - | - | - | - | - | \$10, 340, 684 |
| Total investments |  | 8,171,106 | 30, 049,366 |  | 7,610,710 | 10, 861, 857 | 6,634,479 | 12,899,397 | 1,859,894 | 10, 340, 684 |
| Receivables |  |  |  |  |  |  |  |  |  |  |
| Participant |  | 18,246 | 103,771 |  | 28,320 | 40,240 | 23,389 | 42,121 | - | - |
| Employer |  | 9,531 | 51,650 |  | 13,922 | 21,325 | 11,422 | 22,121 | - | - |
| Total receivables |  | 27,777 | 155,421 |  | 42,242 | 61,565 | 34,811 | 64, 242 | - | - |
| Net assets available |  |  |  |  |  |  |  |  |  |  |
| for benefits \$ | \$ | 8,198,883 | \$30, 204, 787 |  | 7,652,952 | \$10, 923,422 | \$ 6,669,290 | \$12, 963, 639 | \$1, 859, 894 | \$10, 340, 684 |

ARCH COAL, INC. EMPLOYEE THRIFT PLAN
STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION December 31, 1997


## ARCH COAL, INC. EMPLOYEE THRIFT PLAN

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION
(Continued)
December 31, 1997

|  | INVESCO <br> Industrial Income Fund | INVESCO Dynamics Fund | INVESCO <br> International <br> Growth Fund | INVESCO <br> Emerging Growth Fund | Capital <br> Preservation Fund | Loan Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |  |  |
| Investments |  |  |  |  |  |  |
| Common stock | - | - | - | - | - | - |
| Mutual funds | \$13, 716, 282 | \$11, 694, 364 | \$ 1,727,160 | \$ 3,458, 050 | \$ 623,445 | - |
| Pooled separate account | - | - | - | - | 2,020,411 | - |
| Investment contracts | - | - | - | - | 6,007,769 | - |
| Collective trust | - | - | - | - | 13,820,591 | - |
| Participant notes receivable | - | - | - | - | - - | \$ 4,786,256 |
| Total investments | 13,716, 282 | 11, 694, 364 | 1,727,160 | 3,458, 050 | 22,472, 216 | 4,786,256 |
| Cash | - | - | - | - | 126,492 | - |
| Net assets available |  |  |  |  |  |  |
| for benefits | \$13, 716, 282 | \$11, 694, 364 | \$ 1,727,160 | \$ 3,458, 050 | \$22,598,708 | \$ 4, 786, 256 |


|  |  | Total | Arch Coal, Inc. Common Stock Fund | $\begin{gathered} \text { ARCO } \\ \text { Common } \\ \text { Stock Fund } \end{gathered}$ | Barclays <br> S\&P 500 <br> Equity Index Fund | Primco <br> Stable Value Fund | Twentieth Century <br> Ultra Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Additions to net assets attributed to: |  |  |  |  |  |  |  |
| Investment income |  |  |  |  |  |  |  |
| Realized and unrealized gains(losses) | \$ | 8,818, 097 | \$(1, 155, 885 ) | \$(3, 986, 260 ) | \$ 2, 934,739 | - | \$ 4,542,093 |
| Interest and dividend income |  | 4,694,440 | 82,677 | 458,203 | - | \$2,162, 194 | - |
| Net investment income |  | 13,512,537 | $(1,073,208)$ | $(3,528,057)$ | 2,934,739 | 2,162,194 | 4,542,093 |
| Contributions |  |  |  |  |  |  |  |
| Participant |  | 12,801, 026 | 269,118 | - | 1,566,476 | 2,236,043 | 1,808,948 |
| Employer |  | 7,357, 213 | 141,429 | - | 893,833 | 1,820,822 | 928, 101 |
| Total contributions |  | 20,158, 239 | 410, 547 | - | 2,460, 309 | 4, 056, 865 | 2,737,049 |
| Total additions |  | 33,670,776 | $(662,661)$ | $(3,528,057)$ | 5,395, 048 | 6,219, 059 | 7,279,142 |
| Deductions from net assets attributed to: |  |  |  |  |  |  |  |
| Benefits paid to participants |  | 16,285,931 | 190,125 | 541,128 | 1,377,106 | 7,858,544 | 650,738 |
| Administrative expenses |  | 40, 137 | 332 | 1,634 | 4,164 | 10,775 | 4,711 |
| Total deductions |  | 16,326,068 | 190,457 | 542,762 | 1,381, 270 | 7,869,319 | 655,449 |
| Net increase (decrease) prior to transfers |  | 17,344,708 | $(853,118)$ | $(4,070,819)$ | 4, 013,778 | $(1,650,260)$ | 6,623,693 |
| Interfund transfers, net |  | 1, ${ }^{-}$ | 1,245,890 | $(2,706,416)$ | 10, 606, 601 | $(396,044)$ | 9,385,184 |
| Transfers from other plans |  | 91, 224,911 | 2,323,833 | 26,900,707 | $6,304,572$ | 24,421, 050 | 5,587,602 |
| Loan principal and interest repayments |  | $(3,729,133)$ | - | - | - | - | - |
| New loans issued to participants |  | 5,114,362 | - | - | - | - | - |
| Net increase (decrease) |  | 109, 954, 848 | 2,716,605 | 20,123,472 | 20,924,951 | 22,374,746 | 21,596,479 |
| Net assets available for benefits, |  |  |  |  |  |  |  |
| Beginning of year |  | 95,538,168 | 91,195 | - | - | 22,598,708 | - |
| End of year |  | 205, 493, 016 | \$ 2, 807, 800 | \$20, 123, 472 | \$20, 924, 951 | \$44, 973,454 | \$21, 596,479 |

ARCH COAL, INC. EMPLOYEE THRIFT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION (Continued)

Year Ended December 31, 1998

|  | $\begin{gathered} \text { TV } \\ \text { Int } \\ \text { Gr } \end{gathered}$ | wentieth Century rnational owth Fund | Benham GNMA Fund |  | American Century Income and Growth Fund |  | Franklin Balance Sheet Fund |  | MAS Value Institutional Fund |  | J.P. Morgan Diversified Fund |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Additions to net assets attributed to: |  |  |  |  |  |  |  |  |  |  |  |  |
| Investment income |  |  |  |  |  |  |  |  |  |  |  |  |
| Realized and unrealized gains(losses) | \$ | 646,647 | \$ | $(28,962)$ |  | 5,006,098 | \$ | $(201,855)$ | \$ | $(288,464)$ | \$ | 730,436 |
| Interest and dividend income |  | 10,428 |  | 366,264 |  | 304,624 |  | 118,100 |  | 5,629 |  | 135,307 |
| Net investment income |  | 657,075 |  | 337,302 |  | 5,310,722 |  | $(83,755)$ |  | $(282,835)$ |  | 865,743 |
| Contributions |  |  |  |  |  |  |  |  |  |  |  |  |
| Participant |  | 592,330 |  | 384,307 |  | 2,328,507 |  | 744,655 |  | 1,148,371 |  | 562,325 |
| Employer |  | 318,908 |  | 220,556 |  | 1,195,812 |  | 396,808 |  | 602,106 |  | 255,945 |
| Total contributions |  | 911,238 |  | 604,863 |  | 3,524,319 |  | 1,141,463 |  | 1,750,477 |  | 818,270 |
| Total additions |  | 1,568,313 |  | 942,165 |  | 8,835,041 |  | 1,057,708 |  | 1,467,642 |  | 1,684,013 |
| Deductions from net assets attributed to: |  |  |  |  |  |  |  |  |  |  |  |  |
| Benefits paid to participants |  | 368,259 |  | 382,389 |  | 1,635,234 |  | 308,843 |  | 896,267 |  | 426,330 |
| Administrative expenses |  | 1,475 |  | 1,427 |  | 5,934 |  | 1,948 |  | 2,569 |  | 1,306 |
| Total deductions |  | 369,734 |  | 383,816 |  | 1,641,168 |  | 310,791 |  | 898,836 |  | 427,636 |
| Net increase (decrease) prior to transfers |  | 1,198,579 |  | 558,349 |  | 7,193,873 |  | 746,917 |  | 568,806 |  | 1,256,377 |
| Interfund transfers, net |  | 2,993,948 |  | 6,023,493 |  | 15,543,654 |  | 4,670,793 |  | 6,562,995 |  | 3,754,007 |
| Transfers from other plans |  | 2,060,782 |  | 1,617,041 |  | 7,467,260 |  | 2,235,242 |  | 3,791, 621 |  | 1,658,906 |
| Loan principal and interest repayments |  | - |  | - |  | - |  | - |  | - |  |  |
| New loans issued to participants |  | - |  | - |  | - |  | - |  | - |  |  |
| Net increase (decrease) |  | 6,253,309 |  | 8,198,883 |  | 30,204,787 |  | 7,652,952 |  | , 923,422 |  | 6,669,290 |
| Net assets available for benefits, |  |  |  |  |  |  |  |  |  |  |  |  |
| End of year |  | 6,253,309 |  | 8,198,883 |  | 30,204,787 |  | 7,652,952 |  | , 923,422 |  | 6,669,290 |

## ARCH COAL, INC. EMPLOYEE THRIFT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION (Continued)

Year Ended December 31, 1998

|  | Dodge \& Cox Balanced Fund |  | Schwab <br> rsonal <br> Choice <br> ount Fund |  | Loan Fund | INVESCO <br> Intermediate Government Bond Fund | INVESCO Select Income Fund | INVESCO <br> High Yield <br> Bond Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Additions to net assets attributed to:Investment income |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Realized and unrealized gains(losses) | \$ 365,220 | \$ | 254,290 |  | - | - | - | - |
| Interest and dividend income | 457,365 |  | 13,777 | \$ | 579,872 | - | - | - |
| Net investment income | 822,585 |  | 268,067 |  | 579,872 | - | - | - |
| Contributions |  |  |  |  |  |  |  |  |
| Participant | 1,159,946 |  | - |  | - | - | - | - |
| Employer | 582,893 |  | - |  | - | - | - | - |
| Total contributions | 1,742,839 |  | - |  | - | - | - | - |
| Total additions | 2,565,424 |  | 268,067 |  | 579,872 | - | - | - |
| Deductions from net assets attributed to: |  |  |  |  |  |  |  |  |
| Benefits paid to participants | 1,325,536 |  | - |  | 325,432 | - | - | - |
| Administrative expenses | 3,862 |  | - |  | , | - | - | - |
| Total deductions | 1,329,398 |  | - |  | 325,432 | - | - | - |
| Net increase (decrease) prior to transfers | 1,236,026 |  | 268,067 |  | 254,440 | - | - | - |
| Interfund transfers, net | 8,786, 077 |  | 1,591,827 |  | -- | $(8,091,573)$ | $(7,346,224)$ | $(2,904,865)$ |
| Transfers from other plans | 2,941,536 |  | - |  | 3,914,759 | - | - | ) |
| Loan principal and interest repayments |  |  | - |  | 3,729,133) | - | - | - |
| New loans issued to participants | - |  | - |  | 5,114,362 | - | - | - |
| Net increase (decrease) | 12,963,639 |  | 1,859,894 |  | 5,554,428 | $(8,091,573)$ | $(7,346,224)$ | $(2,904,865)$ |
| Net assets available for benefits, Beginning of year | - |  | - |  | 4,786,256 | 8,091,573 | 7,346,224 | 2,904,865 |
| End of year | \$ 12,963,639 |  | 1,859,894 |  | 0,340,684 | - | - | - |

## ARCH COAL, INC. EMPLOYEE THRIFT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION (Continued)

Year Ended December 31, 1998

|  | INVESCO <br> Total Return Fund | INVESCO Industrial Income Fund | INVESCO Dynamics Fund | INVESCO <br> International Growth Fund | INVESCO <br> Emerging Growth Fund |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Additions to net assets attributed to: |  |  |  |  |  |
| Investment income |  |  |  |  |  |
| Realized and unrealized gains(losses) | - | - | - | - | - |
| Interest and dividend income | - | - | - | - | - |
| Net investment income | - | - | - | - | - |
| Contributions |  |  |  |  |  |
| Participant | - | - | - | - | - |
| Employer | - | - | - | - | - |
| Total contributions | - | - | - | - | - |
| Total additions | - | - | - | - | - |
| Deductions from net assets attributed to: |  |  |  |  |  |
| Benefits paid to participants | - | - | - | - | - |
| Administrative expenses | - | - | - | - | - |
| Total deductions | - | - | - | - | - |
| Net increase (decrease) prior to transfers | - | - | - | - | - |
| Interfund transfers, net | \$(19, 123, 491) | \$(13, 716, 282$)$ | \$(11, 694, 364 ) | \$(1, 727,160 ) | \$(3, 458, 050) |
| Transfers from other plans | ) | - | - | ) | - |
| Loan principal and interest repayments | - | - | - | - | - |
| New loans issued to participants | - | - | - | - | - |
| Net increase (decrease) | $(19,123,491)$ | $(13,716,282)$ | $(11,694,364)$ | $(1,727,160)$ | $(3,458,050)$ |
| Net assets available for benefits, Beginning of year | 19,123,491 | 13,716,282 | 11,694,364 | 1,727,160 | 3,458,505 |
| End of year | - | - | - | - | - |

The accompanying notes are an integral part of these financial statements.

The Arch Coal, Inc. Employee Thrift Plan (the Plan) was established by Arch Coal, Inc. (the Company), formerly known as Arch Mineral Corporation, for the benefit of the eligible employees of the Company, its subsidiaries and controlled affiliates.

The following description of the Plan reflects 1998 plan amendments and provides only general information. Participants should refer to the Summary Plan Description, copies of which are available from the Company, for a more complete description of the Plan's provisions.

Certain provisions of the Plan as described below do not apply to or have been modified for certain subsidiaries and affiliates of the Company.

General
The Plan is a defined contribution plan established by the Company under the provisions of Section $401(a)$ of the Internal Revenue Code (IRC), which includes a qualified deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Company has established a Pension Committee to oversee the activities of the Plan and has appointed the Senior Vice President - Law and Human Resources as Plan Administrator. Chase Manhattan Bank is the Plan's trustee. INVESCO Retirement Plan Services was the Plan Trustee through December 31, 1997. American Century Retirement Plan Services is the Plan's recordkeeper.

Eligibility
Participation in the Plan is open to all full-time salaried employees, all full-time nonunion hourly employees, and certain union employees where specified by applicable collective bargaining agreements, of the Company, its subsidiaries, and any controlled affiliates that elect to participate in the Plan.

Participant Accounts
Individual accounts are maintained for each participant to reflect the participant's share of the Plan's income, the Company's contribution and the participant's contribution. Allocations are based on participant account balances, as defined.

Contributions
Participants may contribute up to $16 \%$ of compensation, as defined by the Plan, on a pre-tax, after-tax, or combined basis. The Company matches $100 \%$ of the first $6 \%$ of compensation contributed by each participant. Participant and Company contributions are made with each weekly or biweekly payroll. Contributions to the plan, including employee and employer contributions, are subject to various limitations imposed by the Internal Revenue Code.

Vesting
Participants are fully vested in their contributions and all earnings thereon. All eligible employees of the Company at December 31, 1997 became fully vested in the Plan. Eligible employees hired subsequent to December 31, 1997 vest in Company contributions and earnings thereon upon the completion of three full and consecutive years of service.

All participants become fully vested upon death while employed, total disability or at normal retirement age (age 65), regardless of the number of months of participation.

Forfeitures of terminated participants' nonvested amounts are used to reduce the Company's future contributions. Restoration of such forfeitures to reemployed participants is made in accordance with the Plan's provisions.

Withdrawals
Upon death, disability, retirement, or termination of employment, a participant may elect to withdraw the value of the participant's vested interest in his or her account. The normal form of payment is a lump-sum distribution. Alternative forms of payment include annuity purchase, installments, and direct rollover.

## NOTE 1 - DESCRIPTION OF PLAN (Continued)

Withdrawals (Continued)
Active participants can make hardship withdrawals of pre-tax employee contributions in certain circumstances and can make withdrawals of vested employer contributions, after-tax employee contributions, or rollover contributions on a non-hardship basis. All such withdrawals are subject to various restrictions and may be subject to income tax penalties.

Loans to Participants
Participants who have been in the Plan for at least 12 months may borrow a portion of their account in accordance with the provisions of the Plan. No loan shall be made if, immediately after the loan, the unpaid balance of all loans to the participant would exceed the lesser of $\$ 50,000$ or $50 \%$ of the vested portion of the participant's account.

The maximum loan repayment period for loans not used for the acquisition of a participant's personal residence is five years. If a loan is used for the acquisition of a participant's primary residence, the maximum repayment period is 15 years. All outstanding participant loans must be repaid upon the participant's termination of employment with the Company.

Loans are secured by assignment of the participant's account and the participant's collateral promissory note for the amount of the loan. Interest rates are based on the prime rate on the first working day of the month in which the loans are made.

Investment Options
Participants direct contributions, including Company matching contributions, into one or more investment options in 1\% increments. Participants may change their investment elections daily. A description of each investment option available at December 31, 1998 is provided below:
o Arch Coal, Inc. Common Stock Fund - Funds are invested in Arch Coal, Inc. common stock.

## Investment Options (Continued)

o ARCO Common Stock Fund - Funds are invested in common stock of the Atlantic Richfield Company (Arco). This fund option is only available to former employees of Arco who became employees of the Company through the Company's acquisition of Arco's coal operations, as further described in Note 3. No contributions or transfers into this fund option are allowed. Furthermore, this fund option is temporary and participants must transfer any remaining balances to other options on or before December 31, 2003.
o Primco Stable Value Fund - This fund, formerly known as the Capital Preservation Fund, invests in long-term investment contracts issued by a variety of insurance carriers, a collective trust, a pooled separate account, and a money market fund. The objective of this fund is to generate current income, while providing protection against loss of capital. The investment contracts included in this fund had average yields of $6.01 \%$ and $7.39 \%$ for the years ended December 31, 1998 and 1997, respectively. The average crediting interest rates were 5.54\% and 7.34\% for December 31, 1998 and 1997, respectively. The fair value of guaranteed insurance contracts approximates contract value at December 31, 1998 and 1997.
o American Century Benham GNMA Fund - This fund invests in mortgage-backed Ginnie Mae certificates. The investment objective is to generate current interest income while limiting exposure to loss of capital.
o Dodge \& Cox Balanced Fund - This fund invests in a combination of stocks and bonds and seeks to provide current income and the opportunity for long-term growth.
o J.P. Morgan Diversified Fund - This fund invests in a combination of stocks and bonds and seeks to provide current income and the opportunity for long-term growth.
o American Century Income and Growth Fund - This fund invests primarily in dividend-paying common stocks and seeks to provide current income and long-term growth.

Investment Options (Continued)
o MAS Value Institutional Fund - This fund invests primarily in common stocks and seeks long-term growth by following a value-oriented investment approach.
o Franklin Balance Sheet Fund - This fund invests in common stocks, preferred stocks, and debt securities and seeks high total return and long-term growth by following a value-oriented investment approach.
o Barclays S \& P 500 Equity Index Fund - This fund invests in a broad portfolio of common stocks and seeks to track the performance of the Standard \& Poor's 500 Index.
o Twentieth Century Ultra Fund - This fund invests primarily in common stocks with above-average growth potential and above-average price volatility.
o Twentieth Century International Growth Fund - This fund invests primarily in commons stocks of foreign companies and seeks long-term growth subject to the volatility inherent in international investing.
o Schwab Personal Choice Account - This is an option wherein a plan participant can make self-directed investments directly in equity and debt securities through a Charles Schwab \& Company brokerage account. Participants are limited to investing $25 \%$ of their account balances through this option.

Administrative Expenses
The Company pays the salaries and related benefits of employees who administer the Plan. Participants pay loan fees. All other administrative expenses are paid by the Plan. Administrative expenses do not include investment advisory fees, which directly reduce net investment income.

Plan Termination
Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event of Plan termination, participants will become fully vested in their accounts. The net assets of the Plan will be allocated to provide benefits to participants as prescribed by ERISA.

Basis of Accounting
The accompanying financial statements are prepared on the accrual basis of accounting

Investment Valuation
Investments of the Plan are stated at fair value. Publicly traded Securities are valued at their quoted market prices. Investments in mutual funds are valued at published market value on the last business day of the plan year. Investment contracts are stated at contract value (which represents cost plus accumulated interest, less funds to pay certain benefits and loans to participants) because they are fully benefit responsive. The fair value of the participation units owned by the Plan in the collective trust funds and pooled separate accounts are based on quoted redemption values on the last business day of the plan year.

Participant notes receivable are valued at their outstanding balances, which approximates fair value.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Use of Estimates
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

## NOTE 3 - PLAN MERGERS AND ASSET TRANSFERS

On January 1, 1998, the Company merged three similar plans sponsored by the Company and its subsidiaries into the Plan and amended the Plan to reflect this merger. The value of assets transferred is based on the value of the assets of the merged plans as of December 31, 1997.

Effective June 1, 1998, in connection with the Company's acquisition of the domestic coal related operations of Arco, certain Arco defined contribution plan assets allocated to former Arco employees who became employees of the Company and its affiliates as a result of the acquisition were transferred to the Plan. The Plan was amended to reflect and allow this asset transfer.

## NOTE 3 - PLAN MERGERS AND ASSET TRANSFERS (Continued)

The assets transferred to the Plan as a result of these plan mergers and asset transfers during the year ended December 31, 1998 are as follows:
$\qquad$

Ashland Coal, Inc. Employee Thrift Plan
Mingo Logan Coal Company Retirement Plan and Mingo Logan Hourly Employees Savings Plan Coal Mac, Inc. Savings and Retirement Plan Arco Thrift and Savings Plans
Assets
Transferred
---------

$\$ 29,108,983$

$7,799,114$
$4,767,169$
$49,549,645$
$=========$
$\$ 91,224,911$
$=========$

## NOTE 4 - INVESTMENTS

The Plan's investments are held by a trust fund and are presented in the following table.

December 31,
1998 1997

Investments at fair value determined by quoted market price

Common stocks Arch Coal, Inc., 160,738 and 9,668 shares
Atlantic Richfield Company 308,325 shares Schwab Personal Choice Accounts, various investments

| \$ 2,787,504 | \$ | 91,195 |
| :---: | :---: | :---: |
| 20,123,472 |  | - |
| 1,859,894 |  | - |
| 24,770,870 |  | 91,195 |

Mutual funds
Twentieth Century Ultra Fund, 642, 666 shares
$21,471,454$
Twentieth Century International Growth Fund, 648,734 shares
$6,214,873$ Benham GNMA Fund, 764, 369 shares

$$
8,171,106
$$

| December 31, |  |
| :---: | :---: |
| 1998 | 1997 |
| \$30, 049,366 | - |
| 7,610,710 | - |
| 10,861, 857 | - |
| 6,634,479 | - |
| 12,899,397 | - |
| - | \$ 8, 091,573 |
| - | 7,346,224 |
| - | 2,904, 865 |
| - | 19,123,491 |
| - | 13,716,282 |
| - | 11,694,364 |
| - | 1,727,160 |
| - | 3,458, 050 |
| - | 623,445 |
| 103, 913, 242 | 68, 685,454 |
| ----- | ---------- |


|  | December 31, |  |
| :---: | :---: | :---: |
|  | 1998 | 1997 |
| Collective trust funds |  |  |
| I.R.T. Stable Value Fund | - | \$13, 820, 591 |
| Barclay S\&P 500 Equity Index |  |  |
| Fund, 711,053 units | \$20,826,732 | - |
| Chase Manhattan Bank Pooled |  |  |
| Cash Investment Fund | 3,269,712 | - |
|  | 24,096,444 | 13,820,591 |
| Investments at Contract Value |  |  |
| Pooled separate account |  |  |
| John Hancock Mutual Life | 5,240,652 | 2,020,411 |
| Allstate Life Insurance Co. |  |  |
| Bankers Trust Delaware |  |  |
| \#98-936IOT | 6,237,925 | - |
| State Street Bank \& Trust |  |  |
| \#98239 | 6,043,218 |  |
| Transamerica Life \& Annuity |  |  |
| \#76863 | -------- |  |
|  | 21,601, 010 | 2,020,411 |
|  | --------- |  |
| Investment contracts |  |  |
| Allstate Life Insurance Co. |  |  |
| \#77057 | 8,070,916 | - |
| Commonwealth Life Insurance, |  |  |
| Commonwealth Life Insurance, |  |  |
| \#00128TR-2 | - | 947,123 |
| Commonwealth Life Insurance, |  |  |
| \#00128TR-3 | 1,025,478 | 999,611 |
| Commonwealth Life Insurance,$\# 00128 T R-4$ |  |  |
|  |  |  |
| Commonwealth Life Insurance, \#00128TR-5 240, $378 \quad$ 502, 380 |  |  |
|  |  |  |
| Commonwealth Life Insurance, |  |  |
| Commonwealth Life Insurance, |  |  |
| \#00128TR-7 | 1,025,994 | 1,027,185 |
| Commonwealth Life Insurance, |  |  |
| \#00128TR-10 | 1,027,171 | - |


| December 31, |  |  |
| :---: | :---: | :---: |
| 1998 |  | 1997 |
| \$ 1, 019,159 |  | - |
| 1,012,274 |  | - |
| 953,315 |  | - |
| 2,533,139 |  | - |
| 501,348 | \$ | 501,451 |
| 1,512,550 |  | - |
| 19, 955,691 |  | 6,007,769 |
| 10,340,684 |  | 4,786,256 |
| \$204, 677,941 |  | 5,411,676 |
| ============ |  | $========$ |

NOTE 5 - TAX STATUS OF THE PLAN
The plan obtained its latest determination letter on August 9, 1996, in which the Internal Revenue Service stated that the plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The plan has been amended since receiving the determination letter. However, the plan administrator and the plan's tax counsel believe that the plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the plan's financial statements.

NOTE 6 - TRANSACTIONS WITH PARTIES-IN-INTEREST
The Company engages the services of a third-party service provider to assist it in carrying out certain administrative and recordkeeping functions under the Plan. The Plan has investments in the common stock of the Company as well as in mutual funds and a collective trust sponsored by the third-party service provider of the Plan.

The Company has developed a plan to modify its internal information technology to be ready for the year 2000 and is converting critical data processing systems. The project also includes determining whether third-party service providers have reasonable plans in place to become year 2000 compliant. The Company currently expects the project to be substantially complete by the third quarter of 1999. The company does not expect this project to have a significant effect on plan operations.

## ARCH COAL, INC. EMPLOYEE THRIFT PLAN

Line 27(a) - SCHEDULE OF ASSETS HELD FOR
INVESTMENT PURPOSES
December 31, 1998

|  | Description of Investment Including Maturity Date, |  |  |
| :---: | :---: | :---: | :---: |
| Identity of Issue, Borrower, | Rate of Interest, Par or |  | Current |
| Lessor, or Similar Party | Maturity Value | Cost | Value |

Common stock:
Arch Coal, Inc. Stock Fund
Atlantic Richfield Company Stock Fund
Schwab
160,738 shares
308,325 shares
various

Mutual funds:
Twentieth Century Ultra Fund
Twentieth Century International Growth Fund Benham GNMA Fund
American Century Income and Growth Fund
Franklin Balance Sheet Fund
MAS Value Institutional Fund J.P. Morgan Diversified Fund Dodge \& Cox Balanced Fund
642,666
648,734
shares
764,369
shares
$1,027,329$
240,845
shares
750,647
shares
427,755
197,783
shares

Investment contracts:
Allstate Life Insurance Co.
Commonwealth Life Insurance Company, contract \#00128TR3
Commonwealth Life Insurance Company, contract \#00128TR4
Commonwealth Life Insurance Company, contract \#00128TR5
Commonwealth Life Insurance Company, contract \#00128TR6
Commonwealth Life Insurance Company, contract \#00128TR7
Commonwealth Life Insurance Company, contract \#00128TR10
Commonwealth Life Insurance Company, contract \#00128TR12
Commonwealth Life Insurance Company, contract \#00128TR13
Commonwealth Life Insurance Company, contract \#00128TR14
State Street Bank \& Trust
United of Omaha Life Insurance
Business Men's Assurance MBIA

ARCH COAL, INC. EMPLOYEE THRIFT PLAN
Line $27(\mathrm{a})$ - SCHEDULE OF ASSETS HELD FOR
INVESTMENT PURPOSES (Continued) December 31, 1998

Description of Investment Including Maturity Date,
Identity of Issue, Borrower,
Lessor, or Similar Party Rate of Interest, Par or Maturity Value

## Cost

## Current

Value

## Lessor, or Similar Party

| 711,053 units | \$ 17,990,212 | \$20, 826, 732 |
| :---: | :---: | :---: |
| 3,368,882 units | 3,269,712 | 3,269,712 |
|  | 21,259,924 | 24,096,444 |

Pooled separate account:
John Hancock Mutual Life
Allstate Life Insurance Co.
Bankers Trust Delaware
State Street Bank \& Trust
Transamerica Life \& Annuity

Loans to participants

|  | 5,240,652 | 5,240,652 |
| :---: | :---: | :---: |
|  | 1, 048,644 | 1,048,644 |
|  | 6,237,925 | 6,237,925 |
|  | 6,043,218 | 6,043,218 |
|  | 3,030,571 | 3,030,571 |
|  | 21,601, 010 | 21,601,010 |
| 8-9\% | - | 10,340,684 |
|  | \$191, 391, 024 | \$204,677,941 |
|  | ============ | ============ |

LINE 27(d) - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 1998


Series of Transactions in excess of $5 \%$ of the Current Value of Plan Assets at the Beginning of the Year:

| Twentieth Century | Mutual Fund | \$20,551,999 |  | \$20,551, 999 | \$20,551, 999 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Ultra Fund |  |  | \$ 4,610, 893 | 4,374,463 | 4,610,893 | \$ | 236,430 |
| Twentieth Century | Mutual Fund | 7,245,702 |  | 7,245,702 | 7,245,702 |  |  |
| International Growth Fund |  |  | 1,529,079 | 1,444,197 | 1,529, 079 |  | 84,882 |
| Benham GNMA | Mutual Fund | 10,287,688 |  | 10,287,688 | 10,287,688 |  |  |
| Fund |  |  | 2,463,325 | 2,468,568 | 2, 463,325 |  | $(5,243)$ |
| American Century | Mutual Fund | 30,419,967 |  | 30,419,967 | 30,419,967 |  |  |
| Income \& Growth Fund |  |  | 6,124,302 | 5,701,101 | 6,124,302 |  | 423,201 |
| J.P. Morgan Diversified Fund | Mutual Fund | 6,916,658 |  | 6,916,658 | 6,916,658 |  |  |
|  |  |  | 1,163,040 | 1,110,927 | 1,163,040 |  | 52,113 |
| Dodge \& Cox | Mutual Fund | 17,480,778 |  | 17,480,778 | 17,480,778 |  |  |
| Balanced Fund |  |  | 5,349,788 | 5,285,276 | 5,349,788 |  | 64,512 |
| Chase Manhattan Bank Pooled | Collective | 66,574,763 |  | 66,574,763 | 66,574,763 |  |  |
| Cash Investment Fund | Trust |  | 63,205,881 | 63,205, 881 | 63,205,881 |  | - |
| Transamerica | Pooled Separate | 6,030,571 |  | 6,030,571 | 6,030,571 |  |  |
| Contract \#76862 | Account |  | 3,000,000 | 3,000,000 | 3,000, 000 |  | - |
| State Street Bank | Investment | 5,755,649 |  | 5,755,649 | 5,755,649 |  |  |
| Contract \#98011 | Contract |  | 3,222,510 | 3,222,510 | 3,222,510 |  | - |
| Allstate Life Insurance | Investment | 12,006,115 |  | 12,006,115 | 12,006,115 |  |  |
| Contract \#77056 | Contract |  | 3,935,199 | 3,935,199 | 3,935,199 |  | - |

LINE 27(d) - SCHEDULE OF REPORTABLE TRANSACTIONS Year Ended December 31, 1998

| Identity of Party Involved | Description of Asset | Purchase Price | Selling Price | Cost of Asset | Current Value on Transaction Date | $\begin{aligned} & \text { Net Gain } \\ & \text { (Loss) } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |

Single Transaction Exceeding 5\% of the Current Value of Plan Assets at the Beginning of the Year:

INVESCO Intermediate Government Bond Fund

INVESCO Select Income Fund
INVESCO Total Return Fund

INVESCO Industrial Income Fund
INVESCO Dynamics Fund
Twentieth Century Ultra Fund
American Century Income and Growth Fund

Dodge \& Cox Balanced Fund
Chase Manhattan Bank Pooled Cash Investment Fund

Transamerica Contract \#76863

State Street Bank Contract \#98012

Allstate Life Insurance Contract \#77057

State Street Bank Contract \#98239

Bankers Trust
Contract \#98-936
IRT Stable Value Fund

| Mutual Fund |  | \$ 8, 091,573 | \$ 8,098,148 | \$ 8,091,573 |
| :---: | :---: | :---: | :---: | :---: |
| Mutual Fund |  | 7,346,224 | 7,183,420 | 7,346,224 |
| Mutual Fund |  | 19,123,491 | 14,148,131 | 19,123,491 |
| Mutual Fund |  | 13,716,282 | 12,076,366 | 13,716,282 |
| Mutual Fund |  | 11,694,364 | 10,926,678 | 11,694,364 |
| Mutual Fund | \$ 6,774,814 |  | 6,774,814 | 6,774,814 |
| Mutual Fund | 11,659,192 |  | 11,659,192 | 11,659, 192 |
| Mutual Fund | 10,546,639 |  | 10,546,639 | 10,546,639 |
| Collective | 66,574,763 |  | 66,574,763 | 66,574,763 |
| Trust Fund |  | 63,205,881 | 63,205,881 | 63,205, 881 |
| Pooled Separate Account | 6,000, 000 |  | 6,000,000 | 6,000, 000 |
| Investment Contract | 5,705,555 |  | 5,705,555 | 5,705,555 |
| Investment Contract | 11,598,905 |  | 11,598,905 | 11,598,905 |
| Pooled Separate Account | 6,000, 000 |  | 6,000,000 | 6,000, 000 |
| Pooled Separate Account | 6,000, 000 |  | 6,000,000 | 6,000, 000 |
| Collective <br> Trust Fund |  | 13,820,591 | 13,820,591 | 13,820,591 |

$\$$
162,804
4, 975, 360
1,639,916
767,686

3,820,591
$3,820,591$

## SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the duly authorized Plan Administrator has executed this annual report.

ARCH COAL, INC. EMPLOYEE THRIFT PLAN
Date: June 30, 1999
By: /s/ Jeffry N. Quinn
Jeffry N. Quinn
Plan Administrator

INDEX TO EXHIBITS

EXHIBIT
23.1
23.2

ITEM
Consent of Ernst \& Young LLP,
Independent Auditors
Consent of Stone Carlie \& Company, L.L.C.,
Independent Auditors

We consent to the incorporation by reference in the Registration Statement (Form S-8 No. 333-32777) pertaining to the Arch Coal, Inc. Employee Thrift Plan of our report dated June 25, 1998, with respect to the statement of net assets available for benefits, with fund information of the Arch Coal, Inc. Employee Thrift Plan as of December 31, 1997 included in this Annual Report (Form 11-K) for the year ended December 31, 1998.
/s/ Ernst \& Young LLP
Louisville, Kentucky
Ernst \& Young LLP
June 28, 1999

We consent to the incorporation by reference in the Registration Statement (Form S-8 No. 333-32777) pertaining to the Arch Coal, Inc. Employee Thrift Plan of our report dated June 25, 1999, with respect to the financial statements with supplemental schedules of Arch Coal, Inc. Employee Thrift Plan included in this Annual Report on Form 11-K for the year ended December 31, 1998.
/s/ Stone Carlie \& Company, L.L.C.
Stone Carlie \& Company, L.L.C.
St. Louis, Missouri
June 25, 1999

