

DRUG-FREE WORKPLACE

The company has a responsibility to all its employees to provide a safe workplace and a responsibility to the public to ensure that their safety and trust is protected. The company maintains a drug free workplace. Therefore, the company cannot condone the following behavior by employees: (1) Use of illegal drugs, (2) Abuse of legal (prescription or over-the-counter) drugs, (3) Arrival for work under the influence of illegal drugs, other mind-altering substances or alcohol.

The requirement of a drug-free work environment is because any measurable amount of a mind-altering drug in a person's system can cause some degree of impairment, even though that impairment is not readily apparent.

Employees are responsible for making their own lifestyle choices. However, the company sees no reason to accept even small risks that on-the-job drug use by employees might cause. The company believes the drug use does contribute to accidents and other job performance problems.

All Applicants must pass a drug test as part of their pre-employment procedure. Failure to pass this test will bar applicant from employment. All job applicants must be drug-free at the time they are being considered for employment. Applicants found to have illegal drug in their system will be denied employment.

The company uses urine drug screens and GC/MA confirmation testing by an outside testing organization.

Testing may be performed for the following drugs:

1. Cannabinoid (marijuana)
2. Opiates, Morphine, Codeine
3. Cocaine
4. Amphetamines, Amphetamine, Methamphetamine
5. Phencyclidine (PCP)
6. Propoxyphene (Darvon)
7. Benzodiazepines (Valium, etc.)
8. Barbiturates (Seconbarbital, etc.)
9. Methoqualone (Qualudes)
10. Lysergic Acid (Acid, L.S.D.)
11. Ethanol (Alcohol)
12. Hallucinogens
13. Synthetic Drugs
14. Designer Drugs
15. Inhalants

Testing Will Be Conducted on prospective employees during the pre-employment process. Current employees will be tested randomly, post accident, and with reasonable suspicion.

Employees who test positive to any of the drugs listed will be terminated immediately. Return to duty testing is not an option under this policy.

All information relating to drug and/or alcohol screens is to be kept strictly confidential.

All employees receive a copy of the drug testing/screening policy and sign a statement acknowledging receipt.