



DRUG AND ALCOHOL POLICY

To help ensure a safe, healthy, efficient and productive working environment, Contractor has adopted a policy which prohibit the use, possession, sale, manufacture, distribution, concealment, transportation or being under the influence of any prohibited items and substances on Contractor property or project site as defined in the Drugs, Alcohol and Other Prohibited Items Policy. The Policy enforcement program involves reasonable searches of all persons, their personal effects, including vehicles, while working or present on Contractor property or project site. These searches may include the use of scent-trained dogs and the taking of urine and / or blood samples for drug testing and analysis. Subcontractor agrees to pay for all costs associated with tests and / or searches provided any prohibited items or substances are found.

Random drug screens may be made on any Contractor property or job site. Personnel who refuse to take the test will be banned from all contractor job sites. In addition, an accident on Contractors property or job site which requires medical attention may require a drug screen of the individual within three hours of the accident and prior to return to work.

A copy of said Policy is attached which sets forth, "premises and property", items and substance which are prohibited and are covered by said Policy, penalties for violation of said Policy, involvement of law enforcement authorities, and the responsibilities of your employees while on Contractors property.

As Subcontractor, employer, you will be immediately notified of refusal by any of your employees to consent to a search or a urine and / or blood screening test, or to cooperate fully in this safety program. Should any of your employees be found in violation of this Policy, they will be subject to immediate removal form Contractors property of project site.

Violation of this Policy by your employees may cause cancellation of the Subcontract agreement between Contractor and Subcontractor and Subcontractor may lose right to do business with Contractor.

Subcontractor agrees to inform its employees that this Policy is in effect prior to working on Contractor project site. A copy of the Policy, which explains consequences for noncompliance, will be posted at all Contractor properties and project sites.

Subcontractor Company Name

Authorized Signature

Title

Date