

Drug Testing Policy

To ensure that we have safe drivers performing company business, pre-employment drug testing is required as a condition of employment for all final applicants' positions that require driving for company business or Commercial Driver's Licenses (CDL), and positions identified as those performing safety sensitive duties. Testing is used to determine whether a prohibited level of a restricted substance is present in an employee's bodily fluids.

Drug testing will be performed:

1. In compliance with DOT-CDL and any other applicable state regulations, including adherence to sample collection and laboratory analysis compliance, frequency of testing and reporting and reviewing results;
2. Immediately for any drivers involved in a vehicular accident in which they are cited and:
 - a. Any vehicles involved in accident are disabled; or
 - b. Any party requires medical attention; or
 - c. Non-vehicular structures incur considerable damage from impact with vehicle; or
 - d. The accident results in a fatality;
3. On a randomized basis (as determined by management);
4. To determine hiring selection or approval of use of company or personally owned vehicles for company business purposes;
5. To ensure that any applicant who tests positive for a restricted substance will not be hired and will not be reconsidered for future employment; and
6. Based upon reasonable and observable suspicion by a supervisor. Employee will be removed from any safety sensitive functions and immediate arrangements will be made to escort employee to approved drug testing facility.

Positive Test Results

Employees who test positive, for alcohol or controlled substances, or who refuse to submit to drug testing, for the first time will be immediately removed from safety sensitive duties and subject to:

- a. Disciplinary action up to and including removal from employment; and/or
- b. Participation in Employee Assistance Program (substance abuse program).

DISCLAIMER

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