

Substance Abuse Policy

To protect the safety and well-being of our company, its employees, subcontractors, and the public, we specifically prohibit any and all of the following:

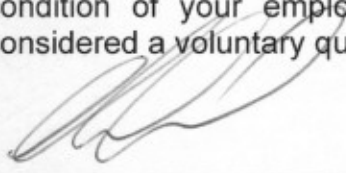
- Use, possession, sale, or transfer of alcohol or illegal drugs while performing work-related duties. Illegal drugs include all drugs not prescribed by a licensed physician for use by the person possessing them.
- Being under the influence of alcohol or illegal drugs while performing work-related duties.
- Use of alcohol or any illegal drug, on or off company property, when it affects the employee's work performance, the employee's or other workers' safety, or the employer's position in the community.

Employees should not report for work or attempt to perform work-related duties while under the influence of alcohol or illegal drugs. If an employee's appearance or behavior indicates a reasonable possibility that he/she is under the influence of alcohol or drugs, management will take whatever steps are necessary to protect the safety of the employee and others who might be affected.

Employees are to report to the supervisor / management whenever they are taking any prescribed drugs which contain warning labels concerning effects on concentration; on sedation; or on the operation of machinery or motor vehicles. The Company will assess the work of the employee, and the individual effects on the employee, in making a decision whether the employee should be placed on medical leave during the time when this prescription is required.

Any employee who violates the above policies concerning alcohol or illegal drugs will be subject to disciplinary action, up to and including the possibility of termination, with or without further warnings, depending on the employee's performance record and the seriousness of the infraction.

We reserve the right to conduct drug or alcohol testing for employees at any time, including pre-access site screening. Cooperation with such testing, if requested, is a condition of your employment here. Refusal to submit to such testing will be considered a voluntary quit without good work-related cause.


Chris Weissbach, President

OCT 1, 2009.
Date