MaKo Mechanical Inc.

Alcohol, Drug and Controlled Substance Policy

# Section 1: Alcohol

Possession, use, sale, purchase, or being under the influence of alcohol by and employee while at work or on company business/property is prohibited

# Section 2: Illegal Drugs

Possession, use, sale, purchase, or being under the influence of an illegal drug by and employee while at work or on company business/property is prohibited

# Section 3: Possession of Illegal Drugs or Alcohol

The Company may conduct searches for illegal drugs or alcohol on Company Property, to include work trucks, etc. Where there is reasonable cause to suspect drugs or alcohol are present, the Company search may include an employee’s personal property including, but not limited to, the employee’s automobile, clothing, lunch box, cooler, purse, and parcels. The employee is expected to cooperate in the conducting of this search.

# Section 4: Legal Drugs

An employee’s use of a legal drug can pose a significant risk to the employee or to the others. The use of, or being under the influence of any legally obtained drug while at work or on Company property/business is prohibited if such use or influence negatively affects the ability of the employee to perform his/her assigned duties safely and/or effectively, or this can pose as a safety risk to co-workers or the general public. An employee who has a reason to believe or has been informed that the use of a legal drug may negatively affect himself or others is to report such drug use to his/her supervisor to determine job-related consequences. If necessary, such employee may be required to take a leave of absence or comply with appropriate remedies determined by the Company.

# Section 5: Drug and Alcohol Testing

The Company may require a blood test, urinalysis, and/or other drug/alcohol testing of an employee

# Section 6: Disciplinary Action

An employee’s refusal to consent to either a drug/alcohol search or drug/alcohol test under the provision of this policy may result in termination.

If an employee is required to leave work to take a drug/alcohol test, the employee will not be paid for the time lost from the scheduled work while waiting for the test results, unless the test results are negative and the employee was physically able to return to work.

An employee who is found to be “under the influence” as described by this policy, will be immediately suspended without pay and his/her employment may be terminated.

Any employee found possessing, selling, or purchasing illegal drugs or alcohol on Company property will be subject to termination. Illegal drugs found on the Company property will be confiscated by the Company and turned over to local law enforcement authorities.

# Section 7: Definitions for the Purpose of this Policy

“Under the Influence”

1. If an Alcohol test reveals that the employee’s alcohol level is above the detection limit established for alcohol, the employee will automatically be deemed “Under the influence” of alcohol within the meaning of this policy.
2. If an employee’s drug test reveals that the employee has illegal drugs in his/her system at or above the detection limit established for those drugs, then those test results will automatically be considered conclusive evidence that the employee was “ Under the influence” of illegal drugs at the time of the test. If the concentration levels are below these thresholds, then the test is deemed to be negative.

“Legal Drug”

Means prescribed drugs and over the counter drugs which have been legally obtained and are used for the purpose for which they were prescribed or manufactured

“Illegal Drug”

Means any drug (a) which is not legally obtainable or (b) which is legally obtainable but has not been legally obtained. The term includes prescribed drugs not legally obtained and legal drugs not being used for the prescribed purpose. It also includes marijuana.

“Detection Limit”

Means the threshold level established by the National Institute of Drug Abuse (NIDA) that indicates the presence of a compound in the test sample. These levels are subject to change without prior notice as recognized NIDA testing levels change.

I, , have read and reviewed the above Company policies and agree to follow them as requested.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:­­­­­ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Signature

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer Signature