

DRUG AND ALCOHOL FREE WORK ENVIRONMET**1. POLICY**

- 1.1. MAPP (hereinafter the “Company”) is committed to promoting and maintaining efficient operations and safe, healthy and productive work environment for its employees. To further these goals, the Company adopts this policy for a drug and alcohol free work environment. Compliance with this policy is a condition of employment as the Company is unwilling to assume any risk created by the presence of drugs, alcohol and controlled substances in the workplace. Nothing in this policy is intended to create contractual or other legal obligation on the part of the company or such rights on the part of any employee. Both the Company and each employee remain free to terminate his or her employment relationship at will
- 1.2. All subcontractor/supplier personnel and other third parties on company premises will be subject to this policy. Any such individual found in violation of this policy will be subject to removal from the premises. Violation of this policy by subcontractor/supplier employees may also cause cancellation or termination of the contract between the Company and such subcontractor/supplier at Company’s option and may result in the subcontractor/supplier losing the right to do business with the Company.
- 1.3. The term “Company Premises” or “Company Property”, for purposes of this policy, includes all property owned, leased, used, or under the control of MAPP, its affiliates and subsidiaries, including but not limited to, the jobsite of a customer, structures, buildings, offices, facilities, and installations

2. PROHIBITION AGAINST PRESENCE OF ALCOHOL (without prior approval), DRUGS, AND CONTROLLED SUBSTANCES

- 2.1. To ensure a safe, productive work environment at all Company facilities, including contractor facilities, and to safeguard Company property, the Company strictly prohibits the use, sale, transfer or possession of alcohol, drugs, drug paraphernalia, or controlled substances on any Company premises or work sites. Company vehicles, as well as private vehicles parked on Company premises or work sites, are locations included within this prohibition. Additionally, the company strictly prohibits any person with any detectable amount of drugs or controlled substances present in his or her body, or who is under the influence of alcohol, from being on any Company premises or work sites. The Company further prohibits any employee from being on duty, whether on or off Company premises or work sites, with any detectable amount of drugs or controlled substances present in his or her body, or under the influence of alcohol. Any employee found in violation of this policy is subject to disciplinary action, up to and including termination. Any employee (including visitors, contractor, employees of subcontractors, etc.) found in violation of this policy, or suspected of having alcohol, drugs, or controlled substances present in his or her body, may be refused entry onto or removed from Company’s premises and denied future access. Furthermore,

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depending on the circumstances, other action, including notification of appropriate law enforcement agencies, may be taken against any violator of this policy.

- 2.2. MAPP requires a negative pre-work controlled substance test on all employees within sixty (30) days prior to permitting such individuals to work in a position in which they have the ability to create hazards or danger to other individuals, the community or the environment. Negative pre-work testing is not required for individuals already working on MAPP projects facility at the time the Contract to which this exhibit is attached becomes effective. In addition, without MAPP's consent in writing, subcontractors must not assign any individual to perform any services under the Contract to which this exhibit is attached who tests positive or refuses or fails to have a test for controlled substance or alcohol within six (6) months prior to such assignment.
- 2.3. As used herein, "controlled substance" specifically includes opiates, including heroin; hallucinogens, including marijuana, mescaline and peyote; cocaine; PCP; and prescription drugs, including amphetamines, benzodiazepines and barbiturates, which are not obtained and used under a prescription lawfully issued to the person possessing them and any other substance included in the Federal Controlled Substances Act or its regulations or unlawful under applicable law.
- 2.4. As used herein, controlled substance of alcohol "test" means any collection and analysis using urine, breath or other samples to determine the presence of controlled substances or alcohol in the body.

3. LEGAL DRUGS

- 3.1. Any employee taking a drug or other medication, whether or not prescribed by a physician, which is known or advertised as possibly affecting or impairing judgment, coordination, or other senses, or which may adversely affect ability to perform work in a safe and productive manner, must notify the MAPP Safety Department or Human Resource Department prior to starting work or entering the Company's facilities or work sites. The Safety Department will decide if the employee can remain at work or on the Company's premises or work site and what restrictions, if any, are deemed necessary or appropriate. Any employee violating this policy is subject to disciplinary action up to and including termination

4. EXAMINATIONS

- 4.1. The Company may, as a prerequisite to employment, require all applicants for employment to submit to a urinalysis, saliva test, blood test, and/or medical test for detecting drugs and/or alcohol in the following circumstances:
 - 4.1.1. Following an serious or potentially serious accident or injury, regardless of fault
 - 4.1.2. Whenever required or requested by a customer of the Company as a condition for entering the customer's premises or performing services for the customer

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- 4.1.3. Whenever an employee is suspected of violating this policy
 - 4.1.4. After any motor vehicles accident,
 - 4.1.5. After any significant release affecting the environment (air, land, or water)
 - 4.1.6. As part of occasional follow-up testing if an employee is found to have violated this policy but has been permitted to remain employed
 - 4.1.7. On a random selection basis throughout the employees term of employment,
 - 4.1.8. Any other time deemed appropriate by the management of the Company, without prior announcement.
- 4.2. Employees will be required to sign a written consent to such examinations at the time of and as a condition of their initial employment. Any employee who refuses to consent to a required examination may be discharged. No employee is allowed to return to duty once a test is requested until a negative drug test has been confirmed, this includes in cases where additional testing must be done. The purpose of these examinations is to determine whether a person has any detectable amount of alcohol, drugs, or controlled substances present in his or her body. Employees should be aware that laboratory testing procedures are extremely sensitive and can detect the presence of drugs or controlled substances several days or even weeks after the drug was used. Any switching or adulterating of urine, blood, or other sample methods is a violation of this policy and will result in immediate termination and/or removal from the Company site.
- 4.3. Random drugs screenings are mandatory for all employees and will be done monthly at a rate of 10% of the workforce population. Alcohol test shall be done with the use of an EBT (evidential breath testing) device by a certified BAT.
- 4.4. Multiple drug testing collection sites and laboratories will be used for analysis of specimens. All laboratories used shall be certified through SAMSHA.

DRUG AND ALCOHOL PANEL

DRUGS	SCREENING LEVEL	CONFIRMATION LEVEL
Amphetamines	300 (ng/ml)	300 (ng/ml)
Barbiturates	300 (ng/ml)	100 (ng/ml)
Benzodiazepines	300 (ng/ml)	100 (ng/ml)
Cocaine	300 (ng/ml)	150 (ng/ml)
Methadone	300 (ng/ml)	100 (ng/ml)
Opiates	2000 (ng/ml)	2000 (ng/ml) Morphine 2000 (ng/ml) Codeine
Cannabinoids	20 (ng/ml)	10 (ng/ml)

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PCP	25 (ng/ml)	25 (ng/ml)
Propoxyphene	300 (ng/ml)	200 (ng/ml)
Alcohol	0.00% (BAC)	0.00% (BAC)

5. SEARCHES AND INSPECTIONS

5.1. The Company may conduct searches and inspections including but not limited to: employees and their personal effects, lockers, clothing, tool boxes, vessels, lunch boxes, purses, baggage, vehicles, etc., located on the Company's premises or work sites. The purpose of such searches and inspections under this policy is to determine whether any person is in possession of alcohol, drugs, or controlled substances. Entry onto the Company's premises or work site constitutes consent to such searches and inspections at the time of and as a condition of their initial employment, as well as, at the time such searches and/or inspections are conducted. Any employee who refuses to consent to a required search or inspection will be discharged. Any non-employee having business with the company or otherwise seeking access to company premises or work sites who refuses to submit to a search or is found in possession of alcohol, drugs, or controlled substances will be removed and denied future access to the Company's and Client's premises or work sites. Searches of such non-employees will be conducted only with the consent of such persons. When appropriate, any items discovered through such searches or inspection may be taken into custody and may be turned over to the proper law enforcement authorities. All examinations, searches, and inspections will be performed with concern for each employee's personal privacy and confidentiality.

6. RECORDKEEPING

6.1. MAPP shall retain records for drug and alcohol testing and consent forms referencing this project for at the minimum duration of any project contract plus 2 years.

7. TRAINING

- 7.1. All employees must be trained and training verified before working on the following:
- 7.1.1. This drug, alcohol, and controlled substances policy
 - 7.1.2. The effect and consequences of controlled substance and alcohol use on personal health, safety, and work environment
 - 7.1.3. The consequences for failing to comply with company and client policies
- 7.2. Supervisors shall complete training in reference to reasonable suspicion training