

## **A-Spear Flaggers Drug and Alcohol Policy**

A-Spear Flaggers (referred to as the “Company”) is a drug and alcohol free environment workplace. To maintain this expectation we have the following rules and guidelines that are enforced.

1. This Drug and Alcohol Policy applies to all employees and subcontractors (referred to as the Employee) employed by the Company.
  2. Employees of the Company shall report fit and remain fit for scheduled work and be able to perform assigned duties safely and without limitations due to being under the influence of any alcohol products, illicit drugs, non-prescription drugs, prescribed medications or any other substances that may inhibit their work expectations.
  3. The Company has a zero tolerance of any Employee that reports to work under the influence of alcohol or drugs or who consumes alcohol or drugs while on the Company payroll.
  4. The Company reserves the right to conduct searches for drugs or alcohol, including, but not limited to, searches of lunch containers, liquid containers, tool lockers and any other areas that are on the jobsite.
  5. If requested by the Company, employees shall submit to any and all requests for tests conducted to verify or disqualify the presence of alcohol or drug use by the employee.
  6. Results from the above mentioned tests that are above the legal limits described within the federal and/or the Nevada state statutes shall constitute a violation of the Company Drug and Alcohol Policy and such employee shall be subject to disciplinary action up to and including termination of employment.
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I acknowledge receipt of the A-Spear Flagging Drug and Alcohol Policy.

Employee Print: \_\_\_\_\_

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

Employee Signature: \_\_\_\_\_ - \_\_\_\_\_

Witness: \_\_\_\_\_  
\_\_\_\_\_

Title: