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ALCOHOL AND DRUG ABUSE POLICY

The purpose of this policy is to ensure to maintain a safe, and productive work environment for all employees by preventing accidents or other dangerous incidents that may result from drug or alcohol use. This policy pertains to all FLM employees. The possession uses or sale of alcohol or drugs at place of work is strictly prohibited.

Employees are prohibited from reporting to workplace under the influence of alcohol or drugs. An employee taking prescription medication is required to present to FLM a valid prescription from the prescribing physician. To be considered for employment, applicants will be subject to drug screen.

Employee agrees to be tested for the presence of controlled substances including but not limited marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), alcohol] etc.

In case of reasonable suspicion that an employee is under the influence of drug or alcohol, the employee will be subject to random drug screen.

Any employee who refuses to submit to the test will no longer be considered eligible for employment.

Employees found to be in violation of this policy by either directly possessing or using alcohol or drugs, as described above, or through a verified positive drug test or by court conviction, will be subject to immediate termination from employment.

By signing below the employee agrees to the above requirements and conditions.

Employee's Signature

Date

Employee's Name Printed