**SUBSTANCE ABUSE POLICY**

G & R Construction Inc. is committed to providing a safe, drug-free work place for all employees. This policy applies to all G & R Construction Inc employees, subcontractor at any tier, vendor and other third party employees, including management, working on or visiting the project.

To ensure safe and productive working conditions and consistent with business necessity, G & R Construction Inc. prohibits the use, possession, or distribution on its premises, in its work places, or during working time, of any of the following: alcoholic beverages, intoxicants, narcotics, illegal or unauthorized drugs or drug paraphernalia. Employees hall not report for work under the influence of any illegal or unauthorized drug, alcoholic beverage, intoxicant, narcotic, or other controlled substance. This includes legally prescribed drugs and medicines, which may, in any way, adversely affect employee’s working ability, alertness and/or coordination or which may adversely affect the safety of others on the job.

**DRUG TESTING:** Consistent with the intent of this policy, G & R Construction Inc. reserves the right to require drug testing of any worker as a condition of employment and thereafter may require randomly selected workers to take drug tests to ensure continuing compliance with G & R Construction Inc.’s drug policy. The G & R Construction Inc. company also reserves the right to drug test based on reasonable suspicion.

Additionally, any worker on the project involved in an accident resulting in an industrial injury-illness or an incident which could have resulted in serious injury, death, or equipment damage, are immediately subject to a mandatory drug test.

**SUBSTANCES TESTED:** Specifically, our drug testing facilities test for the following substances: Marijuana, cocaine, opiates, barbiturates, amphetamines, benzodiazepines, phencyclidine, methadone, propoxyphene, and alcohol (if post-accident or reasonable suspicion).

**TESTING METHODS AND COLLECTION PROCEDURES:**  the drug testing facility will give the individual being tested a container in which to put the sample. The individual should take the container into a room where there is no running water. The drug testing facility personnel will instruction the individual not to flush the toilet. Once the sample is taken, the individual will return it to drug testing facility personnel, who will dip a quick test indicator into the sample. If the sample is negative, the individual will be asked to dispose of the sample. If the sample is non-negative, drug testing facility personnel will seal and label the sample for further analysis.

**SEARCHES:** Additionally, G & R Construction Inc. reserves the right to search any company property, facilities or equipment, employee vehicles or other personal property if located on company property or work sites. G & R Construction, Inc. may seize any controlled substances and report the same to law enforcement personnel. Refusal to submit to such a search may result in suspension and possible termination.

**PRESCRIPTION DRUGS:** Legally prescribed drugs may be permitted on company premises or work locations provided these drugs are contained in the original prescription container and are prescribed by an authorized medical doctor for the current use of the person possessing the drug. It is the responsibility of each employee who is taking prescribed medication to inform his physician of his job duties and to inform his supervisor of any such medication that would restrict him in performing his duties in a safe and efficient manner.

**CONFIDENTIALITY:** All information, interview, reports, statements, memorandums, or test results received by G & R Construction, Inc. and any of its supervisors will be kept as confidential as possible. Employees may request a written copy of the drug test results, and may, upon request, explain a positive test result in a confidential setting by contacting Human Resources. Further, employees and prospective employees may request a retest of the original sample, at their own expense, by contacting the drug testing facility.

**DISCIPLINARY ACTION FOR DRUG POLICY VIOLATIONS:** Any employee who violates this policy, including failing to pass a drug test, refusing to submit to a drug test, or tampering with or adulterating a sample is subject to disciplinary action, including refusal to hire, immediate termination, immediate removal from a work site, and future prohibition from the premises.

**REAPPLICATION AFTER TERMINATION FOR DRUG POLICY VIOLATION:** Former employees, terminated for a first violation of this drug and alcohol policy, may be considered for rehire with G & R Construction, Inc. after six (6) months. Additionally, the former employee must successfully complete a drug/alcohol renovation program at the individual’s own expense and must successfully pass a drug test. Alternatively, a former employee may be eligible for rehire if a substance abuse professional determines the former employee is not a candidate for a Renovation program and he/she passes a pre-employment drug test. Also, the former employee must make a personal commitment to remain drug free and to abide by this policy. If rehire, such employees may be subject to periodic, unannounced drug testing up to six (6) times within a 12-month period.

After a second non-negative drug test, an employee will be terminated and will not be eligible for rehire.