



DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

Climate Engineers Inc. is committed to protecting the safety, health and well-being of its employees and the people who come in contact with our workplace(s), property, products and services. We are equally committed to providing our customers with quality products produced by quality craftsmen. Since drug and alcohol abuse poses a significant threat to this commitment, we will not tolerate abuse.

“It is the Policy of Climate Engineers Inc. that every employee of the company must be free of the influence of drugs, alcohol and controlled substances while performing company business or whenever on company premises, worksites, using company equipment or vehicles. The unlawful use, possession, sale, conveyance, distribution, or manufacture of illegal drugs, intoxicants or controlled substances in any amount or in any manner is strictly prohibited. In addition, the abuse of alcohol, prescription drugs and controlled substances is strictly prohibited. Violation of this policy can be grounds for adverse employment action up to and including discharge”.

Climate Engineers Inc. asserts its legal right to test an employee for drugs, alcohol or substance abuse when it deems appropriate to enforce company policy, when such testing is required by contract with a customer, or required by law. Employees may be asked to submit to testing of urine, blood, saliva, breath, and/or hair testing for drugs, alcohol or substance abuse.

Cedar Rapids employees will have testing done at CJ Cooper 1325 Stamy Road Hiawatha, Iowa .

Eldridge employees will have testing done at one of the local Genesis Occupational Health Clinic.

Currently pre-employment testing is completed on all pre-apprentices and all new hire apprentices or if required by the customer’s contract.

A positive test result can be grounds for adverse employment action, up to and including discharge, regardless of when and where the employee used drugs, alcohol or controlled substances. Employees have the right, at their own request and expense to have a positive test confirmed by a clinic, hospital or laboratory which is accredited by the College of American Pathologists. Refusal to submit to testing constitutes a violation of the company policy and can be grounds for adverse employment action, up to and including discharge.

This policy is also in affect for our company vehicles. If you are under the influence and/or breaking any of the states laws, you are in direct violation of this policy and the incident may be grounds for adverse employment action, up to and including discharge. This also applies to the person who is directly responsible for the company vehicle; they too shall have disciplinary actions taken. That individual will lose the privileges of driving the company vehicle for six months.

I have read, understand, and agree with the above and do hereby consent to submit to such tests as determined by Climate Engineers Inc. I agree that any specimens collected may be forwarded to a testing laboratory and agree to authorize the release of results to the Corporation and its designated agents. I further agree to hold harmless and hereby release the Corporation, its officers, directors, agents, and employees from any liability arising, in whole or in part, out of the collection, testing, and use of any information from said testing. I further agree that a reproduced copy of this form shall have the same force and effect as the original.

Employee Signature _____ Date _____ Witness _____

OUR GOAL IS ZERO INJURIES IN THE WORKPLACE