

Employment Agreement

CAMP MAH-KEE-NAC SUBSTANCE ABUSE POLICY

A. Prohibited Conduct Concerning Alcohol and Illegal Drugs

1. Employees are prohibited from reporting for duty or remaining on duty with an alcohol concentration of 0.02 or greater.
2. Employees are prohibited from using alcohol while on duty.
3. Employees may not refuse to submit to any drug and/or alcohol test required under the Company's substance abuse policy.
4. Employees are prohibited from engaging in the unlawful or unauthorized use, manufacture, distribution, dispensation, sale or possession of drugs and/or alcohol in the workplace including: on Company premises, in Company vehicles, while engaged in Company activities, or while working for the Company at the premises of another company.
5. Employees are prohibited from reporting for duty, or remaining on duty when the employee uses, or is under the influence of any drugs, except when the use is pursuant to a doctor's orders and the doctor has advised the employee that the substance does not adversely affect the employee's ability to safely perform his or her job duties.
6. Employees are prohibited from working if they have tested positive for drugs and/or alcohol.

B. Prohibition on Supervisor or Manager Permitting an Employee to Work

No supervisor or manager who has actual knowledge that an employee has or is engaging in the use of alcohol or any controlled substances in any manner that violates any provision of this Substance Abuse Policy shall permit the employee to work.

I HAVE READ AND AGREE TO ABIDE BY THIS SUBSTANCE ABUSE POLICY IN EVERY RESPECT.

Counselor's Signature		Date	
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