



903 South 8th Street
La Porte, TX 77571
Phone: 281-471-9900
Fax: 281-471-9904

www.Performance-1.com

DRUG & ALCOHOL POLICY

In order to provide a safe environment for all employees and to fulfill our responsibilities to our clients, it is Performance Insulation Contractors, Inc. policy not to employ persons who use illegal drugs or abuse alcohol.

The company's policy on drug and alcohol abuse is related not only to activity occurring during work hours, but also includes these uses outside working hours which either impairs an employees ability to perform his or her job duties or which reflect adversely in the public's eye on the company's ability to meet its responsibilities to its clients.

To meet our goal of a drug-free and alcohol-free workplace, if there is any reason to believe an employee is not drug free, abusing alcohol or is having a medical problem, the employee may be required to undergo a medical evaluation, including a drug and alcohol screening, as a condition of the continued employment at the company. A positive result may result in termination of the employee's employment or, in appropriate circumstances, referral to an outside agency for rehabilitation assistance.

In addition, the company maintains a policy of randomly testing of employees for drugs and alcohol without prior notice. In connection with this policy, searches and inspections of an employee's person or personal effects will be conducted without prior notice. While testing, searches and inspections will be conducted with concern for each employee's privacy, information regarding an employee's testing results may be released to customers of the company, providing that the customer request for such information is a condition of the company providing services to such customer. In addition, any employee involved in anyway with an on-the-job accident or suspected of having caused or contributed to an on-the-job accident will be tested.

Positive results, from a test for drugs or alcohol, or from a search or inspection may result in the termination of the employee or, in appropriate circumstances, referral to an outside agency for rehabilitation assistance. Refusal to submit to such testing, search or inspection may result in termination of employment with the company.

The purpose of the company's policy is not to penalize employees. It is to establish and maintain a workforce that is free of drug use and alcohol abuse.