

## SUBSTANCE ABUSE

To protect the safety and well-being of NuWeld Inc., its employees, customers and business associates, NuWeld Inc. specifically prohibits any and all of the following:

Use, possession, sale or transfer of alcohol or illegal drugs on its premises or while performing work-related duties. Illegal drugs include marijuana and all other drugs not prescribed by a licensed physician for use by the person possessing them.

Being under the influence of alcohol or illegal drugs while on company property or performing work-related duties.

Use of alcohol or any illegal drug, on or off company property, when it affects the employee's work performance, the employee's or other worker's safety, or the employer's position in the community.

Employees should not report for work or attempt to perform work-related duties while under the influence of alcohol or illegal drugs. If an employee's appearance or behavior indicates a reasonable possibility that he/she is under the influence of alcohol or drugs, management will take whatever steps are necessary to protect the safety of the employee and others who might be affected.

It is not NuWeld Inc.'s desire to invade an employee's privacy or to restrict your personal freedoms. However, it is our responsibility and obligation to provide a safe workplace. Certain restrictions and policies are necessary for the safety and security of all company employees and customers, as well as the efficiency and quality of the work performed. Employees and customers must not be subjected to dangerous conditions created by others who are impaired as a result of ingesting harmful substances.

Any employee who violates the above policies concerning alcohol or illegal drugs will be subject to disciplinary action, up to and including the possibility of termination, with or without further warnings, depending on the employee's performance record and the seriousness of the infraction.

Compliance with the above prohibitions under "Substance Abuse" is understood and accepted by all employees as a specific condition of employment with this company.

## DRUG AND ALCOHOL TESTING

At present, NuWeld Inc. does not regularly conduct drug or alcohol testing for employees or job applicants. However, we reserve the right to do so if circumstances warrant. We may conduct such testing among applicants, among all employees, a random sample of employees, or certain specific employees, if there is a legitimate reason to do so. We may require immediate testing for alcohol or illegal drugs if an employee is involved in a work –connected accident or injury, or if an employee’s behavior suggests he/she is under the influence of drugs or alcohol.

Cooperation with such testing, if requested by NuWeld Inc., is a condition of your employment here. Refusal to submit to such testing will be considered a voluntary quit without good work-related cause.