

DRUG FREE WORKPLACE

It is the policy of Fabick Cat to provide an effective and efficient working environment that allows employees to treat each other with respect, encourages personal growth, promotes teamwork and constantly seeks superior performance. Consistent with these values, we can and will provide a zero tolerance to drug and alcohol use in the working environment. In the best interest of the safety and health of employees, business visitors, and the public, employees will be tested under any of the following circumstances:

- Pre-employment;
- Where it is required by law;
- Where it is required as a condition precedent to entering upon the property where equipment is located;
- Where the employee has an OSHA recordable injury or an accident involving damage to property or equipment;
- Where there is cause to believe the employee is under the influence of drugs or alcohol on company property or on company business, and
- Where the employee is chosen from a random process of selection controlled by an independent company.

In the event of a positive test result, an employee will be placed on suspension. Employees who feel they have a drug or alcohol problem, are encouraged to voluntarily seek assistance under their medical plan and/or utilize the company's Employee Assistance Program. An employee will be required to be re-tested and have a negative result within 30 days of the initial suspension date. It is the employee's responsibility to notify Human Resources to have the company schedule a retest. This test will be given at the employee's expense.

Any employee failing to notify the company of a criminal drug statute conviction for a violation occurring in the workplace will be subject to immediate disciplinary action, up to and including termination. Any employee who has failed to disclose a criminal drug statute conviction on an application for employment will be terminated.