

SUBSTANCE ABUSE PREVENTION POLICY

Applied Polymer Solutions, LLC is committed to providing a safe workplace for all of its employees as well as to protecting our customers and the public. In addition, Applied Polymer Solutions, LLC is interested in providing a healthy working environment for all of its employees. As a part of this effort, Applied Polymer Solutions, LLC has established a policy prohibiting the use, possession, transfer and/or sale of alcohol or other illegal and unauthorized drugs by employees at any time on company premises or while on company business or while using company property.

This is to reiterate, and state in a more formal way, our policy regarding the effects of substance abuse and the unlawful possession of controlled substances on company premises. It is our goal to implement and comply with the applicable provisions of THE DRUG FREE WORKPLACE ACT OF 1988, the Department of Defense Contract Rules, the Department of Transportation Rules and other rules and regulations issued by federal, state and local authorities.

OUR POLICY IS AS FOLLOWS:

Employees are expected and required to report to work on time and in an appropriate mental and physical condition suitable for performing their normal duties. It is our intent and desire to provide a drug-free, healthful, safe and secure work environment.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on company premises or while conducting company business off company premises is absolutely prohibited.

The company recognizes drug dependency as a major social problem. The company also recognizes drug abuse as a potential health, safety, and security problem. Employees needing help in dealing with such problems are encouraged to seek medical assistance.

Employees must, as a condition of employment, abide by the terms of Applied Polymer Solutions, LLC's policy and report any conviction under a criminal drug statute for violations occurring on company premises or off company premises while conducting company business. A report of a conviction must be made within five (5) days after conviction. (This requirement is mandated by the Drug-Free Workplace Act of 1988).

APPLIED POLYMER SOLUTIONS, LLC

**APPLICANT’S CONSENT & AUTHORIZATION TO SUBSTANCE
ABUSE & TESTING**

Having been conditionally offered a position with Applied Polymer Solutions, LLC; I consent and agree to pre-employment substance abuse testing.

I understand and agree that during my course of employment with Applied Polymer Solutions, LLC, under necessary circumstances, I may be required to submit to certain substance abuse testing and that if I refuse to submit to such testing; I may be terminated from any further employment with Applied Polymer Solutions, LLC.

I further authorize full release of all substance abuse test results and drug-related medical information to Applied Polymer Solutions, LLC’s Safety Director and will hold Applied Polymer Solutions, LLC, its directors, employees and agents harmless from any and all claims arising out of the information obtained through the drug screening tests.

I further understand that the results and information relating to these results is safeguarded by Applied Polymer Solutions, LLC and its Safety Director as confidential information.

Signature of Witness

Applicant’s Signature

Printed Name of Witness

Printed Name of Signing Party

Date of Signing