



Use of Alcohol or Controlled Substances Acknowledgement

STATEMENT OF POLICY

Epitec, Inc. ("Epitec") recognizes that its subcontracted resources, employees, and customers have a legitimate interest in working in an environment that is free of illegal possession, use, or delivery of controlled substances. Furthermore, such activity detracts from the image Epitec wishes to present to its customers. Federal or state legislation or policy mandates many of Epitec's customers to provide a drug-free workplace. Epitec intends to comply with such legislation, policy, or desires of various individuals who work for, contract with, or seek the services of Epitec. The use of alcohol and controlled substances is more detailed in the Employee Drug and Alcohol Abuse policy in the employee handbook, the terms of which are expressly incorporated herein by reference.

INVESTIGATION, RELEASE, AND DISCLAIMER

Epitec reserves the right to use any lawful method of investigation which it, in its sole discretion, deems reasonable or necessary to determine whether any employee or subcontracted resource of Epitec has engaged in conduct warranting disciplinary action.

Employees and subcontracted resources of Epitec recognize the reservation of such right and do release Epitec from the exercise of such right.

The discovered use, sale, transfer, or possession of alcohol, drugs, or any controlled substances or paraphernalia associated with them, on company premises or work sites including worksites of Epitec customers, and any private vehicles parked on company premises, worksites, or work sites of Epitec customers is grounds for discharge for the first offense.

Entry upon company premises or the premises of an Epitec customer while working under the influence of alcohol, drugs, or intoxicants is grounds for discharge for the first offense and grounds for immediate termination of the Subcontractor Agreement. "Under the influence" is defined as being unable to perform work safely and productively, or being in a physical or mental condition which creates a risk to the safety and well being of the individual, other employees, the public or company property; or having any detectable level of drugs, controlled substances, or intoxicants, or any combination thereof in the body if such level is not pursuant to a physician prescription.

An employee's refusal or a subcontracted resource's refusal to submit to a reasonable request to inspect his or her personal property located on company premises, worksites, facilities, or the worksites or facilities of Epitec's customers, or refusal to submit to a medical examination is grounds for discharge for the first offense and grounds for immediate termination of the Subcontractor Agreement.

As a condition of employment, I recognize that the use or abuse of alcohol, drugs, or any chemical substance by an employee or subcontracted resource of Epitec can create an unsafe working environment and reflects detrimentally upon Epitec. Therefore, I understand I will be discharged or my contract will end immediately as a subcontracted resource of Epitec should I violate the policy above. I further agree to abide by the terms of the Employee Drug and Alcohol Abuse policy contained in the employee handbook as a condition of employment. I hereby release and forever discharge Epitec and its customer from any and all claims arising out of or in connection with my discharge or contract termination.

Signature

Name

Date

