

ADAMS CONSTRUCTION CO

COMPANY DRUG-FREE WORKPLACE POLICY

Adams Construction Co prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance in the workplace.

If an employee of **Adams Construction Co** is caught in or convicted of the unlawful manufacturing, distribution, dispensation, possession, or use of a controlled substance in the workplace, the employee will be suspended, or terminated.

All employees of **Adams Construction Co** shall abide by the terms of this Drug-Free Workplace Policy and the employees shall notify the President of **Adams Construction Co** of any criminal drug statute conviction for violation occurring in the workplace no later than five days after such a conviction.

I further understand that if I am taking any prescribed medication or any over-the-counter medication that could impair my ability to function normally or operate heavy machinery, I will inform the foreman and/or job site supervisor so that I do not jeopardize the safety of myself or any other person in the workplace.

All potential new hires will be subject to a pre-employment drug test.

All employees of Adams Construction Co will participate in the company's random drug and alcohol testing program.

Signature of Applicant: _____ Date: _____