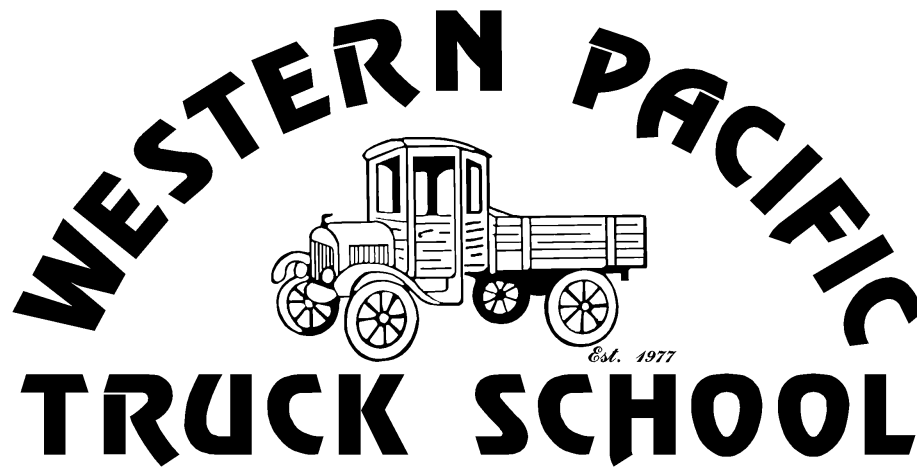


Nordic Enterprises, Inc.
d.b.a.



**CONTROLLED SUBSTANCE AND
ALCOHOL ABUSE POLICY**

for

ALL CDL OPERATORS

(FMCSA Mandated Program)

CONTROLLED SUBSTANCE AND ALCOHOL ABUSE POLICY

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Nordic Enterprises, Inc.
dba Western Pacific Truck School
Alcohol & Drug Abuse Policy

STATEMENT OF PURPOSE

Drug and/or alcohol use can be a serious threat to the health and safety of everyone. The abuse of alcohol and or drugs is illegal, and inappropriate drug use by employees or students while on or in company property will not be tolerated.

The Federal Motor Carrier Safety Administration (FMCSA) has recognized the adverse impact of substance abuse by commercial vehicle operators. The department has issued regulations, which require Nordic Enterprises, Inc. to implement a controlled substance testing program. The company will comply with these regulations and is committed to maintaining a drug-free workplace. **All individuals are advised that remaining drug-free and medically qualified are conditions of continued (employment for employees) (training for students) with Nordic Enterprises, Inc.**

Specifically, it is the policy of Nordic Enterprises, Inc. that the use, sale, purchase, transfer, possession or presence in one's system of any controlled substance (except **certain** medically prescribed drugs) by an individual on company premises, engaged in company business, while operating company equipment, or while under the authority of the company is strictly prohibited. **FMCSA** states that mandatory testing must apply to every individual who operates a **CMV** (commercial motor vehicle) in interstate or intrastate commerce or performs any **SAFETY SENSITIVE FUNCTION**.

The execution and enforcement of this policy will follow set procedures for urinalysis, breath testing, and/or search all applicants for alcohol and drug use, as well as those individuals suspected of violating this policy who are involved in a **U S Department of Transportation reportable accident** or who are periodically or **randomly** selected pursuant to these procedures. These procedures are designed not only to detect violations of this policy, but also to ensure fairness to each individual. Every effort will be made to maintain the dignity of employees and/or students involved.

Neither this policy nor any of its terms are intended to create a contract of employment (or training) or to contain the terms of any contract of employment. Nordic Enterprises, Inc. retains the sole right to change, amend or modify any term or provision of this policy without notice. DOT regulations change from time to time and it is Nordic Enterprises, Inc.'s procedure to implement the new requirements as they become effective. Such changes may be added to this policy as an addendum and/or agreement. This policy is effective **May 15, 2007** and will replace all prior policies and statements relating to alcohol and or drugs.

This policy applies to employees and contractors who possess a CDL and whose positions require them to driver a Commercial Motor Vehicle (CMV) and to applicants for such positions (including students who are being trained to be CMV operators).

Participation is Required

Participation in Nordic Enterprises, Inc. dba Western Pacific Truck School's controlled substance and alcohol testing program in accordance with 49 CFR Parts 382 and 40 is a requirement of employment (and training) for all CDL operators. This policy requires a driver to provide all mandatory information and to cooperate with the Medical Review Officer (MRO) and/or Substance Abuse Professional (SAP)

if the situation arises. The driver must provide correct prior employment information relating to the DOT controlled substance and alcohol testing program.

DEFINITIONS

Definitions of words and phrases used in the drug and alcohol regulations can be found in §382.107. If you do not find a particular definition in that section, you may find the term defined in §386.2 or §390.5. Definitions for terms connected with drug or alcohol testing procedure are located in §40.3.

Some examples of definitions and “terms used” from §40.3 and §382.107 are listed below.

“Adulterated Specimen” is a specimen that contains a substance that is not expected to be present in human urine, or contains a substance expected to be present but is at a concentration so high that it is not consistent with human urine. Once verified by the MRO, this is reported as a “refusal to test”.

“Alcohol” means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl and isopropyl alcohol.

“Alcohol use” means the consumption of any beverage, mixture, or preparation, including any medication, containing alcohol.

“Breath Alcohol Technician (BAT)” means a person who instructs and assists employees in the alcohol testing process and operates an evidential breath-testing device.

“Cancelled Test” is a drug or alcohol test that has a problem identified that cannot be or has not been corrected or otherwise requires it to be cancelled. A cancelled test is neither a positive nor negative test.

“Commercial Motor Vehicle (CMV)” means a motor vehicle or combination of motor vehicles used in commerce to transport passengers or property if the vehicle:

- (1) Has a gross combination weight rating (GCWR) of 11,794 or more kilograms (26,001 or more pounds) inclusive of a towed unit with a gross weight rating of more than 4,536 kilograms (10,000 pounds); or
- (2) Has a gross vehicle weight rating of 11,794 kilograms (26,001 or more pounds); or
- (3) Is designed to transport 16 or more passengers, including the driver; or
- (4) Is of any size and is used in the transportation of materials found to be hazardous for the purposes of the Hazardous Materials Transportation Act (49 U.S.C. 5104(b)) and which require the motor vehicle to be placarded under the Hazardous Materials Regulations (49 CFR Part 172, subpart f).

“Confirmation (or confirmatory) drug test” means a second analytical procedure performed on a urine specimen to identify and quantify the presence of specific drug or drug metabolite.

“Consortium/Third Party Administrator (CTPA)” is the service agent that arranges drug and alcohol testing services for DOT regulated employers. CTPA’s are not “employers” for the purposes of these regulations.

“Controlled Substances” means those substances or derivatives thereof as identified in §40.85 as follows; Marijuana metabolites, Cocaine metabolites, Amphetamines, Opiate metabolites, Phencyclidine (PCP).

“Designated Employer Representative” The individual designated by the employer (Nordic Enterprises, Inc.) is (1) designated to receive test results and communications from service agents, and (2) is authorized to take immediate actions to remove employees (student) from safety sensitive duties (either directly or by having a supervisor perform the removal) and (3) authorized to make required decisions in the testing and evaluation processes. The individual so named is Maralyn Chavez, Director of Compliance.

“Dilute Specimen” means a specimen with creatinine and specific gravity values that are out of the range expected for human urine.

“DOT” refers to the US Department of Transportation administering regulations requiring alcohol and drug testing in accordance with Part 40.

“Driver” means any person who operates a commercial motor vehicle (CMV). This includes but is not limited to: full time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent, owner operator contractors (self-employed). As used in this policy the terms: “applicant”, “employee”, “donor”, “individual” who has a CDL and test drives a CMV, as well as “student driver” who is operating a CMV as part of training have the same meaning as “driver”.

“Employer” means a person or entity employing one or more employees (including an individual who is self employed) that is subject to DOT agency regulations requiring compliance with part §382 and any applicable DOT agency regulations.

“Medical Review Officer (MRO)” is a person who is a licensed physician and who is responsible for receiving and reviewing laboratory results generated by an employer’s drug testing program and evaluating medical explanations for certain drug test results.

“Performing (a safety sensitive function)” means a driver is considered to be performing a safety sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform any safety-sensitive function. See definition of Safety Sensitive Function.

“Refusal to Submit” means a specific action taken by a driver to interfere with the controlled substances and/or alcohol testing process required under Parts 382 and 40. The following criteria constitute a refusal to submit under these regulations:

Controlled Substance Testing - When the driver:

- Fails to appear for testing within a reasonable amount of time consistent with applicable DOT regulations after being directed to do so by the employer. This includes the failure of an employee to appear for a test when called by the CTPA.
- Fails to remain at the testing site until the testing process is complete.
- Fails to provide a urine specimen for any drug test required by part 382 or DOT regulations.
- In the case of an “observed” test, does not permit the observation.
- Fails to provide a sufficient quantity of urine within the time limit under DOT regulations and it has been determined through medical evaluation that there was no adequate medical explanation.
- Fails or declines to take a second test the employer, MRO or collector has directed the driver to take.
- Fails to undergo a medical examination or evaluation as directed by the MRO as part of the verification process or as directed by the DER as part of the “shy bladder” procedures.

- Fails to cooperate with any part of the testing process (i.e. refuses to empty pockets when directed by the collector, behaves in a confrontational way that disrupts the collection process, etc.)
- Fails to remain readily available for post accident testing or fails to report without a valid reason that he/she was in a post-accident situation that required testing.
- Has a verified adulterated or substituted test result.

Breath Alcohol Testing - When the driver:

- Fails to appear for any test within a reasonable amount of time (this includes the failure of an employee to appear for a test when called by a CTPA).
- Fails to remain at the testing site until the testing process is complete.
- Fails to provide a saliva or breath specimen as applies for any DOT required test.
- Fails to provide a sufficient breath specimen and a physician has determined through medical evaluation that there is no adequate medical explanation for the failure.
- Fails to undergo a medical evaluation as directed by the Employer as part of the insufficient breath procedures.
- Fails to sign the certification at Step 2 on the alcohol testing form.

“Safety- Sensitive Function” means all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibilities for performing work. Safety-sensitive functions shall include:

- All time at an employer or shipper plant, terminal, facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the employer;
- All time inspecting equipment as required by §392.7 and §392.8 or otherwise inspecting, servicing, or conditioning any commercial motor vehicle at any time.
- All time spent at the controls of a commercial motor vehicle in operation;
- All time, other than driving time, in or upon any commercial motor vehicle except time spent resting in a sleeper berth (a berth conforming to the requirements of §393.76).
- All time loading or unloading a vehicle, supervising, or assisting a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

“Split Specimen” is a part of the urine specimen that is retained unopened to be used for testing upon employee request following a verified positive, adulterated or substituted test result of the primary specimen.

“Substance Abuse Professional (SAP)” a person who evaluates employees who have violated a DOT drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare.

“Substituted Specimen” is a specimen with creatinine and specific gravity values that are so diminished that they are not consistent with human urine. Once verified by the MRO, this is reported as a “refusal to test”.

“Prescription Medications” means taking legally prescribed medications issued by licensed health care professional familiar with the individuals work related responsibilities must report such use to their immediate supervisor and may be required to present written evidence from health care

professional which described the effects such medications may have on the individual's ability to perform his/her tasks.

PROHIBITIONS

Listed below is conduct that is prohibited by 49 CFR Parts 382 and 40. Specific to each prohibition, no employer having actual knowledge that a driver has violated a prohibition shall permit the driver to perform or continue to perform safety-sensitive functions.

Alcohol Prohibitions:

No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater. No employer having actual knowledge that a driver has an alcohol concentration of 0.04 or greater shall permit the driver to perform or continue to perform safety-sensitive functions. No driver shall use alcohol while performing safety-sensitive functions. No driver shall perform safety sensitive functions within four hours after using alcohol. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first.

Drug Prohibitions:

No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a licensed medical practitioner, as defined in §382.107, who has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle. No driver shall report for duty, remain on duty or perform a safety sensitive function if the driver tests positive or has adulterated or substituted a test specimen for controlled substances. An employer may require a driver to inform the employer of any therapeutic drug use.

Refusal to Submit to Required Testing:

No driver shall refuse to submit to alcohol or controlled substances testing required under Parts 382.303 (Post Accident), 382.305 (Random), 382.307 (Reasonable Suspicion) or 382.311 (Follow Up). See Definitions – Refusal to Submit

COLLECTION OF BREATH AND URINE SPECIMENS

Breath-Alcohol Testing:

Will be conducted by a qualified BA technician according to procedures outlined in FMCSR 49 Part 40. Refusal to complete and sign the testing form or refusal to provide breath will be considered a positive test and the individual will be removed from a safety sensitive function until resolved.

Specimen Collection:

Will be conducted in accordance with applicable state and federal law. The collection procedures will be designed to ensure the security and integrity of the specimen provided by each individual, and those procedures will strictly follow chain-of-custody guidelines, moreover, every reasonable effort will be made to maintain the dignity of each individual submitting a specimen for analysis in accordance with these procedures.

Laboratory:

As required by FMCSR Part 40 Subpart F, the laboratory is permitted to participate in DOT testing only if Health and Human Services (HHS) under the National Laboratory Certification Program (NLCP) certifies the lab for all testing required under this part.

REQUIRED TESTING

Pre-Employment Applicant Testing:

Prior to the first time a driver performs safety-sensitive functions for the employer, the driver shall undergo testing for controlled substances. No employer shall allow a driver, who the employer intends to hire or use, to perform safety-sensitive functions unless the employer has received a verified negative controlled substance test result from the Medical Review officer (MRO) or Consortium/Third Party Administrator (C/TPA).

An applicant or employee transferring into a safety-sensitive function must be aware that if he/she has any result other than a verified negative, he /she is subject to all return-to-duty requirements of 49 CFR Part 40. The individual will not be able to perform safety sensitive functions for any employer until those requirements are met.

Under all circumstances, when an individual is directed to provide either a breath test or urine sample in accordance with these procedures, he/she must immediately comply as instructed. Refusal will constitute a positive result, and the individual will be removed from the safety-sensitive function, and will be immediately terminated.

Random Testing

Drivers are subject to unannounced random controlled substances and alcohol testing. The random selections are made at not less than the current minimum testing rates as established by the FMCSA. Random selections are generated without bias by our drug testing consortium using a computer based random number generator that is matched to the individual's ID number. Random selections are reasonably spread throughout the calendar year. A driver may be selected for random testing multiple times or not at all during the year. Once notified of random selection an individual must proceed immediately to the collection site for testing.

Post Accident Testing

As soon as practical following an accident or occurrence involving a commercial motor vehicle operating on a public road in commerce, the employer shall test for alcohol for each of its surviving drivers:

- A. Who was performing safety sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
- B. Who receives a citation within 8 hours of the occurrence under state or local law for a moving traffic violation arising from the accident, if the accident involved:
 1. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident;

2. One or more motor vehicles incurring disabling damage, requiring the motor vehicle to be transported away from the scene by as tow truck or other motor vehicle.

The following table notes when a post-accident test is required to be conducted by paragraphs A.1., A.2., B.1., and B.2. of the section shown on the previous page.

Type of Accident Involved	Citation issued to the CMV Driver?	Test must be performed.
Human Fatality	Yes	Yes
	No	No
Bodily injury with immediate medical treatment away from the scene.	Yes	Yes
	No	No
Disabling damage to any motor vehicle requiring tow away.	Yes	Yes
	No	No

Alcohol Tests. If a test required by this section is not administered within two hours following the accident, the employer shall prepare and maintain on file a record stating the reasons the test was not promptly administered. If a test required by this section is not administered within eight hours following the accident, the employer shall cease attempts to administer an alcohol test and shall prepare and maintain the same record. Records shall be submitted to the FMCSA upon request.

Controlled Substance Tests. If a test required by this section is not administered within 32 hours following the accident, the employer shall cease attempts to administer a controlled substances test, and prepare and maintain on file a record stating the reasons the test was not promptly administered. Records shall be submitted to the FMCSA upon request.

NOTE: Adherence by individuals to post-accident specimen collection requirements is a condition of continued employment/enrollment.

A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. Nothing in this section shall be construed to require the delay of necessary medical attention for injured people following an accident or to prohibit a driver from leaving the scene of an accident to obtain assistance in responding to the accident or to obtain emergency medical care. In a post-accident situation, the driver must notify the employer as soon as possible and get information on how to proceed with testing. Drivers are obligated to follow instructions and have the tests conducted. The results of a breath or blood test for the use of alcohol and/or a urine test for controlled substances conducted by Federal, State, or local officials having independent authority for the test, will not necessarily fulfill the DOT requirement. The driver must notify the employer if law enforcement personnel performed any tests.

Reasonable Suspicion Based Testing

The employer requires a driver to submit to a controlled substance and/or alcohol test if the employer has reasonable suspicion to believe the driver has violated drug and/or alcohol prohibitions. The employer's determination shall be based upon specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the driver. The required observations shall be made by a company official or supervisor who has been trained to identify actions, appearance, and conduct in accordance with 49 CFR Part 382.603.

Reasonable suspicion alcohol testing is authorized only if the required observations are made during, just preceding, or just after the period of the workday that the driver is required to be in compliance with this section.

Return-to-Duty Testing

An employee who violates a DOT drug and/or alcohol prohibitions cannot perform safety-sensitive functions for any employer until complying with the required elements for the return-to-duty process. Once the SAP has determined the employee has successfully complied with prescribed education and/or treatment, the SAP shall inform the employer's DER that the driver may now take a return-to-duty test.

An employer is not required to return an employee to safety-sensitive duties because the employee has met these conditions. The return-to-duty test will only be performed for if the driver is not otherwise terminated. However, a driver is unable to perform safety-sensitive functions until the return-to-duty testing has been completed.

DOT regulation requires that a driver must submit to and receive a negative return-to-duty test before he/she can resume safety-sensitive functions. The SAP may determine that both alcohol and controlled substances testing is necessary for a particular driver.

Regarding Student Training: An applicant may be reconsidered (on a case by case basis) for acceptance into our training programs after completion of Department of Transportation requirements through a qualified Substance Abuse Professional and the possibility of employment is considered.

Follow-up testing

If a driver is allowed to return to Safety Sensitive Functions after a violation of the drug and alcohol testing prohibitions and following successful return-to-duty testing, a driver is subject to a minimum of six (6) follow-up tests within twelve (12) months of returning to safety-sensitive functions. The SAP establishes a follow-up testing plan that defines the number and frequency of the follow-up tests to be conducted.

The employer will schedule the test dates and ensure that the appropriate tests are conducted within the twelve-month period after the employee returns to duty, as well as any subsequent testing requirements for up to a five-year period.

Tests may be for both controlled substances and/or alcohol regardless of whether the prohibition violation concerned either specific substance. There is no limit to the number and frequency of the follow-up tests. A driver is to be removed for the follow-up testing program after completing 60 months, if the SAP did not release him/her sooner. The SAP may modify the follow-up plan.

Other Required Testing

All employees involved in an on-the-job injury will be required to follow the drug and alcohol testing procedures as follows:

1. A urinalysis will be conducted to detect the presence of the following substances:
 - (a) Marijuana
 - (b) Cocaine

- (c) Opiates
- (d) Amphetamines
- (e) Phencyclidine (PCP)

2. Alcohol breath tests will be conducted to detect alcohol concentration of 0.04 or greater.
3. If you are injured or have caused an on-the-job injury to a fellow employee/student or have caused property damage in excess of \$500.00, you will be required to submit to drug and/or alcohol testing.

NOTE: The presence of controlled substances or alcohol in concentration of 0.04 or greater is grounds for termination.

CONSEQUENCES FOR VIOLATION OF PROHIBITION(S)

Alcohol and drug abuse may not only threaten the safety and productivity of all employees at Nordic Enterprises, Inc. but can cause serious individual health consequences by those who use them.

NOTE: Any confirmed actions prohibited in this company drug and alcohol policy while performing a safety sensitive function or refusing to take a breath or drug test will be grounds for termination.

There are specific consequences for violating the prohibitions of 49 CFR Part 382. The following listing includes all required components of the return to duty as required under 49 CFR Part 40, Subpart O.

Once an individual has violated a drug and alcohol testing prohibitions the driver will be:

- Removed from safety-sensitive duties and not permitted to perform such functions, including driving a CMV.
- Referred to an SAP for initial face-to-face evaluation at which time the SAP will determine what assistance is needed by the employee to resolve problems associated with alcohol and/or drug use.
- Required to meet or complete prescribed education and/or treatment recommended by the SAP.
- Required to meet with the SAP for a follow-up face-to-face evaluation to determine whether the driver has successfully carried out the SAP's education and/or treatment recommendations.
- Required to have a negative controlled substances return-to-duty test result and/or an alcohol return-to-duty test with a result of less than .02 AC before resuming safety-sensitive functions.
- Placed in a follow-up testing program and will need to meet the requirements of this follow-up testing program prescribed by the SAP and administered by employer.
- The SAP may require additional education and/or treatment or aftercare be completed.

A request for a split specimen test after a verified positive controlled substances test result or a refusal to submit due to adulteration or substitution will not delay any consequences.

Administrative Action

Administrative Action for Alcohol Test Result ≥ 0.02 but < 0.04 - A Driver having AC of 0.02 or greater, but less than 0.04, will not be permitted to perform safety-sensitive functions for one shift, which will be no less than 24 hours. DOT Regulations do not require this individual to complete the return to duty process in order to return to safety-sensitive functions.

MRO Verification Process

When a driver speaks with the MRO as part of the verification process, it is important to understand the following: The driver is required to cooperate with the MRO during the confidential interview; the

driver is to provide any information that would be helpful to the MRO in the verification process when he/she discusses a confirmed positive, adulterated, substituted or invalid test; and the MRO is required to release any confidential drug test information as well as medical information affecting the driver's performance of safety-sensitive functions to third parties, including employer. The release of information can be done without the driver's consent.

FIRST VIOLATION OF A PROHIBITION

A driver who violates a drug and/or alcohol prohibition shall be terminated. The driver will be provided with a listing of SAP Names, address and telephone numbers so that he/she may meet the return-to-duty requirements after leaving this employer. There are a variety of regulatory requirements that must be met by the driver if he/she is to resume safety-sensitive functions for any employer. They include having an initial evaluation by a SAP, completing education and/or treatment, a follow-up evaluation with the SAP and a negative return-to-duty test result. The driver will also be subject to a minimum of six follow-up tests after returning to safety-sensitive functions.

OTHER REQUIREMENTS

1. Negative-dilute drug test result: Employer requires a driver who has a negative-dilute pre-employment, random, return-to-duty, or follow-up drug test result to submit to a second specimen collection.
2. After Reasonable Suspicion Testing: A driver brought for a reasonable –suspicion controlled substances or Alcohol test with a result of .02AC or greater will be required to accept employer-arranged transportation, or arrange for independent transportation home, whichever is acceptable to employer. Refusal to accept independent transportation may result in disciplinary actions up to and including termination.
3. Cooperation: A driver is required to fully co-operate with the MRO. Failure to cooperate fully may result in disciplinary action up to and including termination.
4. Felony Conviction: An employee who has been convicted of a felony involving the possession of, or transaction in, illegal controlled substances (regardless of where the unlawful activities took place is subject to disciplinary action, up to and including termination.
5. Employer Notification: Employer requires any driver who has had an occurrence of any of the Other DOT Prohibitions to notify employer of such occurrence within 24 hours.
6. Administrative Action for Alcohol Test Result $\geq .02$ but $< .04$: In a case where a driver is removed from safety-sensitive duties for one shift because of an AC of .02 or greater, but less than .04, if employer determines that no appropriate not safety-sensitive work is available, the driver will be placed on an unpaid leave of absence and may be required to discuss the situation with an SAP.

FINANCIAL RESPONSIBILITIES

This section identifies some situations that will affect the driver financially. Listed below are services that the driver would be responsible for the associated fees. The driver would also be financially responsible if he/she was on an unpaid leave of absence.

1. Cost of Additional Specimen Test(s) in situation of Negative-Dilute test result: **Driver responsible for cost.** In the case of a Negative-Dilute result the driver is responsible for any/all associated fees for additional testing. Driver agrees to reimburse employer for test fee(s).
2. Cost of Medical Examination for Shy Bladder or Shy Lung: **Driver responsible for cost.** If a driver is required to have a medical examination for a shy bladder or shy lung situation, this is at his/her expense. The driver is to pay the licensed medical practitioner directly.
3. Cost of Split Specimen Test: **Driver responsible for cost.** If a driver has a verified positive controlled substances test result, or a refusal –to-test due to adulteration or substitution of a

specimen, requests the split specimen test be conducted, it will be at the driver's expense. Driver agrees to reimburse employer for this test fee.

4. SAP Services: **Driver responsible for cost.** If terminated for a violation of the prohibitions, the driver will be provided with information for SAP. However, Driver is to pay the SAP directly for services.

ALCOHOL AND DRUG EFFECTS

Alcohol: Alcohol is a socially accepted drug that has been consumed throughout the world for centuries. It is considered a recreational beverage when consumed in moderation for enjoyment and relaxation during social gatherings. However, when consumed primarily for its physical and mood altering effects, it is a substance of abuse. As a depressant, it slows down physical responses and progressively impairs mental functions.

Signs and Symptoms of Use

- Dulled mental processes
- Lack of coordination
- Odor of alcohol on breath
- Possible constricted pupils
- Sleepy or stuporous condition
- Slowed reaction rate
- Slurred speech

NOTE: Except for the odor, these are general signs and symptoms of any depressant substance. The chronic consumption of alcohol (average of three servings per day of beer [12 ounces], whiskey [1 ounce], or wine [6 ounce glass]) over time may result in the following health hazards:

- The liver is the primary site of alcohol metabolism and can be severely affected by heavy alcohol use. Three primary dangers are fatty liver, alcoholic hepatitis, and cirrhosis.
- Heavy alcohol use can also severely affect the gastrointestinal tract, contributing to inflammation of the esophagus, exacerbating peptic ulcers, and causing acute and chronic pancreatitis. It interferes with the absorption of nutrients from food and contributes to malnutrition.
- Heavy alcohol use affects the heart and vascular system, contributing to heart attacks, hypertension, and strokes.
- Either because of direct action or indirectly through the malnutrition liver disease, and other effects it causes, alcohol depresses the immune system functioning and increases the likelihood of infection.
- There is considerable evidence that alcohol abuse is associated with the incidence of cancer, particularly cancers of the liver, esophagus, nasopharynx, and larynx.
- Heavy alcohol consumption causes brain damage manifested through dementia, blackouts, seizures, hallucinations, and peripheral neuropathy.

BAC	Behavioral Effects
0.02-0.09 %	Loss of muscular coordination, impaired senses, changes in mood and personality

0.10-0.19 %	Marked mental impairment, further loss of coordination, prolonged reaction time.
0.20-0.29 %	Nausea, vomiting, double vision.
0.30-0.39 %	Hypothermia, blackouts, anesthesia.
0.40-0.70 %	Coma, respiratory failure, death.

Drugs: The following is a brief description of some illicit drugs and the health effects.

Marijuana Metabolites

Emphysema like conditions. One joint of marijuana contains cancer-causing substances equal to ½ pack of cigarettes. One joint causes the heart to race and be overworked. People with heart conditions are at risk.

Tetrahydrocannabinol (THC) and 60 other chemicals in Marijuana concentrate in the ovaries and testes. Chronic smoking of marijuana in males causes a decrease in testosterone and an increase in estrogen, the female hormone. As a result, the sperm count is reduced, leading to temporary sterility. Chronic smoking of marijuana in females causes a decrease of fertility. A higher than normal incidence of stillborn births, early termination of pregnancy, and higher mortality rate during the first few days of life are common in pregnant marijuana smokers. THC causes birth defects.

User's mental function can display the following effects:

- delayed decision making
- diminished concentration
- impaired short term memory
- impaired signal detection
- impaired tracking
- erratic cognitive function
- distortion of time estimation

It should also be noted that the combination of alcohol and marijuana or other depressant drugs increases the bad effects of both.

Cocaine Metabolites

Normally, it is used as a local anesthetic. However, when abused, it becomes a powerful physical and mental stimulant. The entire nervous system is energized. Muscles tense, heartbeats faster and stronger, and the body burns more energy. The brain experiences exhilaration caused by a large release of neurohormones associated with mood elevation.

Regular use may upset the chemical balance of the brain. As a result, it may speed up the aging process by causing damage to critical nerve cells. Parkinson's Disease could also occur. Cocaine causes the heart to beat faster, harder and rapidly increases blood pressure. It also causes spasms of blood vessels in the brain and heart. Both lead to ruptured vessels causing strokes and heart attacks.

Opiate Metabolites

Narcotic drugs, which alleviate pain and depress body functions and reactions. It should be noted that IV needle users have a high risk of contracting hepatitis or AIDS when sharing needles. Pain tolerance is increased and as a result, a person may injure him or herself more severely and fail to

seek medical attention when needed. Narcotic effects are multiplied when combined with other depressants causing an increased risk for an overdose. Because of tolerance, there is an ever-increasing need for more. Strong mental and physical dependency occurs, with increased tolerance and dependency combined, there is a serious financial burden for the users. Side effects such as nausea, vomiting, dizziness, mental clouding and drowsiness place the user at high risk for an accident.

Amphetamines

Stimulate the central nervous system, which speeds up the mind and body. Regular use causes strong psychological dependency and increased tolerance. High doses may cause toxic psychosis resembling schizophrenia. Intoxication may induce a heart attack or stroke due to increased blood pressure. Chronic use may cause heart or brain damage due to severe constriction of capillary blood vessels. Euphoric stimulation increases impulsive and risk taking behavior, including bizarre and violent acts. Withdrawal may result in severe physical and mental depression.

Phencyclidine PCP

Often used as a large animal tranquilizer. This drug is abused primarily for its mood altering effects. Low doses produce sedation and euphoric mood changes. Mood can rapidly change from sedation to excitation and agitation. Larger doses may produce a coma-like condition with muscle rigidity and a blank stare. Sudden noises or physical shocks may cause a "freak-out" in which the person has abnormal strength, violent behavior, and an inability to speak or comprehend.

The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with the anesthetic effect on the body. When combined with other depressants, including alcohol, increase the possibility of an overdose. Irreversible memory loss, personality changes and thought disorders may result from abusing this drug.

End of Policy