**Drug Testing Policy**

In order to maintain a safe work environment and quality of service, San tan Flat prohibits its Team Members from the use or possession of controlled substances. Drug testing may be required from any Team Member or group of Team Members on a random basis. San Tan Flat reserves the right to test for any illegal or controlled substance, or any illegal use of a prescription medication. These tests will require urine samples and will be conducted by a hired drug testing company or a Doctor; the samples will then be analyzed at a certified lab.

If any Team Member has an injury on San Tan Flat property they will be required to take a drug test.

Since a drug free workplace is of great importance to San Tan Flat, Team Members who refuse to take a test will be terminated from employment.

A positive test will be considered a violation of San Tan Flat’s Mission Statement and will result in termination of employment.

A team Member may at any time request to see the full written results in a confidential setting. As the reputation of the Team Members is of concern, test results are strictly between the Company and the Team Member who has been tested.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6/18/2007

Revised 8/26/09