

To be posted in a conspicuous place.

CONTROLLED SUBSTANCES POLICY FOR

Company or Boat Name (referred to herein as this company or this organization)

This company has engaged the American Professional Captains Association, Maritime Drug Consortium as its consortium of record. For more information about the effects of drugs or phone numbers of agencies dedicated to assisting those with drug abuse problems contact: APCA-DC Administrator, Jeff Nash, at 1-727-522-2727

1. This company has implemented a comprehensive and strict controlled substance policy. This policy applies to all employees and job applicants as a condition for employment. Anyone violating this policy is subject to discharge.
2. The use or possession of controlled substances, to include cocaine and marijuana, is strictly prohibited. Unless authorized by a corporate officer, the use or possession of intoxicants, including alcoholic beverages, on or in company property is strictly prohibited.
3. As required by U.S. Coast Guard regulations this organization will report applicable violations of this policy by crew members to the U.S. Coast Guard.
4. This organization will be conducting unannounced inspections and searches for controlled substances and prohibited materials.
5. As required by U.S. Coast Guard regulations this company has implemented pre-employment, periodic, random, post-accident and reasonable cause testing for controlled substances. Any employee refusing to submit to urine testing will be discharged.
6. All applicants for employment must pass a drug test (urinalysis), or have been subject to a random program for at least two months of the last six months, or have passed an approved drug test in the last six months.
7. As part of the periodic physical examination, employees must provide a sample of his or her urine for testing or meet the alternatives listed in number 6.
8. During a calendar year 50% of all persons in the random pool program will be randomly selected for urine testing.
9. Employees directly involved in a "serious marine incident" (accident) or any other accident will be required to submit to breath and/or urine testing.
10. Any employee who is suspected of being under the influence of controlled substances will submit to, on request of the supervisor, urine testing. Employees suspected of being under the influence of intoxicants will submit to, upon request of the supervisor, breath testing.
11. This company has an Employee Assistance Program which address the problems of drug, controlled substance, and alcohol use.
National Drug Information Treatment and Referral Hotline
1-800-662-HELP (4357) 1-800-662-9832 (Se habla Español)
SAP Contact Information: 1-800-468-7447
12. A copy of this policy, signed by the employee, will be kept in the company file.
13. This policy will be posted in a conspicuous place and available to all employees.