

POLICY

E & B Oilfield Services, Inc. has adopted this policy to inform employees of the Drug and Alcohol Policy. This ensures the safety and health of the employees.

Any company employee that receives an unacceptable drug or alcohol test must be removed from the host company's property, site, or facility.

Danny Abegglen is responsible for ensuring that the following policy is enforced.

DRUG AND ALCOHOL TESTING

It is the policy of E & B Oilfield Services, Inc. that drug and alcohol testing will occur at pre-employment, post-accident, or at random, and will be conducted by only a laboratory certified by the U.S. Department of Health and Humans Services (HHS) under the National Laboratory Certification Program (NLCP).

Employees with unacceptable test results will not be allowed to work at the worksite or facility.

Pre-Employment Testing Procedures

Any offer of employment is deemed conditional upon the potential employee having a negative test result for drugs.

Pre-employment drug testing shall be scheduled by the hiring supervisor directly with the third-party service provider immediately upon acceptance by the candidate of a conditional offer of employment. Testing should be done in a location most likely to ensure timely receipt of the results. Pre-employment test results will be reported by the Medical Review Officer.

Reasonable-Suspicion Testing Procedures

Any competent person may require any employee to be tested for Alcohol or Drugs and must tell the employee beforehand why the test is being requested. Any employee who refuses a request to be tested is in breach of this policy and may be subject to disciplinary action that may include termination of employment.

When testing for either alcohol or drugs is to occur, Danny Abegglen will direct the employee to a sample collection site designated by a third-party service provider and provide transportation to the site. At E & B Oilfield Services, Inc.'s discretion, a qualified technician may be brought to the worksite to conduct the testing.

Post-Incident Testing Procedures

In the event of an accident, injury or other work-related incident, the employee(s) involved will be required to submit to a drug and alcohol test to determine if the incident is a result of impairment.

Any employee who refuses a request to be tested is in breach of this policy and may be subject to disciplinary action that may include termination of employment

Reasonable-Cause Testing Procedures

When a competent person or company official has concluded that there is suspicion or reasonable cause that a company employee is performing work under the influence of drugs and/or alcohol, then that company employee will be required to submit to a drug and alcohol test.

Should the competent person deem it to be necessary, the employee(s) who has shown reasonable cause (or reasonable suspicion) shall submit a drug and alcohol test to ensure that they are not under the influence and do not have any type of prohibited drug in their system. Any employee who refuses a request to be tested is in breach of this policy and may be subject to disciplinary action that may include termination of employment.

Random Drug and Alcohol Testing

E & B Oilfield Services, Inc. will conduct a number of random tests each calendar year that meets or exceeds 25 percent of all employees.

E & B Oilfield Services, Inc. may use a third-party administrator to manage all aspects of the random testing program.

All employees chosen for random testing must be chosen through an unbiased selection process. There will be no qualifiers or exclusions made to limit the availability of the random testing requirement.

All employees will be placed into a random selection pool. All employees will remain in the random selection pool at all times, regardless of whether or not they have been previously selected for testing. The selection of employees will be made by using a computer-based, scientifically valid method (e.g., random number generator or equivalent random selection method) that is matched with an employee's social security number or employee ID number.

All employees will have an equal chance of being selected for testing.

Random testing will occur on a quarterly basis. Prior to selection, Danny Abegglen must ensure that the random testing pool has been updated to include all current employees.

The number of tests to be conducted will be based on the number of employees at the beginning of each quarter's test cycle. The random selection procedure will compile a list of employees to be tested in each testing cycle. The number of employees selected must be sufficient to meet the minimum number of required tests. The selected employee list will be kept in a secure location until the time of testing, at which the list will be provided to the appropriate supervisor, who will, in turn, notify the employee(s) to report for testing.

Random testing is unannounced, and employees are notified that they have been selected for testing only after they have reported for duty on the day of collection. Specimen collection will be conducted on different days of the week throughout each test cycle to prevent employees from matching their drug-use patterns to the schedule for collection. Random drug tests are normally unobserved by the collector. However, provisions will be available at the collection site for a directly observed collection to take place should circumstances require such action.

Once notified by the appropriate Company official, employees will be instructed to report immediately to the collection site.

