

# Florida Masonry Construction Company

Commercial Concrete Construction

Tilt-up Specialist

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Applicant:

We have come to recognize that substance abuse is an on-the-job problem, as well as a social problem for many of us. We believe abuse of alcohol and use of illegal drugs endangers the health and safety of the abusers and of others around them.

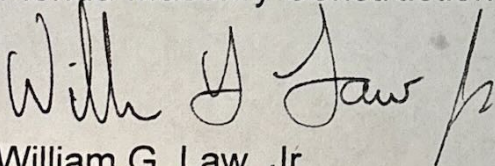
This company has committed to creating and maintaining a drug-free workplace without jeopardizing the job security of valued, but troubled employees, provided they are prepared to help us help them.

Our policy now formally states that substance abuse will not be tolerated during working hours or on the company premises, including the parking lots. This prohibition includes the possession, use or sale of illegal drugs or alcohol.

Employees who are found to be under the influence of illegal drugs or alcohol or who violate this policy in other ways are subject to disciplinary action, which may include termination. Because of the serious nature of these violations, each individual case will be thoroughly investigated to determine the appropriate course of action.

It is important that all of us work together to deal with substance abuse and other personal problems to make our workplace safe and more enjoyable.

Sincerely,  
Florida Masonry Construction Company



William G. Law, Jr.  
Vice President