

Arrowpoint Solutions, Inc. has a vital interest in ensuring a safe and secure work environment for our employees and the clients we serve. For this reason, the company has established as a condition of employment and continued employment the following substance abuse policy.

Arrowpoint Solutions, Inc. maintains a drug and alcohol free work environment. Employees are strictly prohibited from reporting to work or a client company while using or under the influence of illegal or unauthorized controlled substances. The unlawful use, possession, purchase, sale, or distribution of illegal drugs is strictly prohibited. This includes any drug except when the use is pursuant to a doctor's orders and the doctor advised the employee that the substance does not adversely affect the ability of the employee to safely perform his or her duties.

In keeping with this policy, substance abuse screening may be conducted in the following situations:

- Pre-Employment- Screening may be required by our company or by a client company as a condition of employment.
- For Cause- Screening may be required upon reasonable cause or belief that a substance abuse problem exists.
- Random- Screening may occur as unannounced random selection.
- Post-Accident- Screening will occur any time that an employee is involved in an accident or injury while performing services for Arrowpoint Solutions, Inc. if the accident or injury results in property damage or bodily injury requiring medical treatment.

Consistent with its fair employment policy, the company maintains a policy of non-discrimination and reasonable accommodation with respect to recovering addicts and alcoholics, and those with a medical history reflecting treatment for substance abuse conditions. We encourage employees to seek assistance before their use of alcohol or drugs renders them unable to perform their essential job functions or jeopardizes the health and safety of themselves or others.

Your employment and continued employment with Arrowpoint Solutions, Inc. is conditioned upon your **FULL** compliance with the foregoing substance abuse policy. Any violation of this policy may result in disciplinary action up to and including termination. The company assures that any information concerning an individual's drug or alcohol use will remain confidential to the extent possible.

Arrowpoint Solutions, Inc. further reserves the right to take any and all appropriate and lawful actions necessary to enforce this substance abuse policy including, but not limited to, the inspection of any company or client company issued property, lockers, desks, or other suspected areas of concealment, as well as an employee's personal property when Arrowpoint Solutions, Inc. or its client company have reasonable suspicion to believe that the employee has violated this substance abuse policy.

By my signature, I agree to submit to a drug screen at any time by Arrowpoint Solutions, Inc. as a condition of employment. Employees who test positive or who refuse to submit to the screening will be subject to immediate termination. Notwithstanding any provision herein, this policy will be enforced at all times in accordance with applicable state law.

This policy represents management guidelines only and should not be interpreted as a contract for employment.