



TO: All Employees, All Applicants, And All Subcontractors

SUBJECT: Drug & Alcohol Policy

Tezak Heavy Equipment Co., Inc. complies with the Drug and Alcohol testing requirements of the U.S. Department of Transportation and other applicable Federal and State Laws and Regulations.

All potential employees that fall under the criteria of a CDL and/or regard to a safety sensitive function will be tested for drugs before employment begins (unless s/he is already being tested under another program.)

You will not be allowed on duty until Tezak Heavy Equipment Co., Inc. receives a negative test result.

Testing will take place at:

Tezak Heavy Equipment Co., Inc.
205 Tunnel Drive
Cañon City, CO 81212

-or-

Centura Centers for Occupational Medicine
1338 Phay Ave.
Cañon City, CO 81212
719-285-2800

If you have any questions regarding this policy, please contact Rhonda Lewis or Joyce Pavetti at the Main Office at 719-269-1173.

Signature of Applicant

Date