



DRUG-FREE WORKPLACE & DRUG ALCOHOL TESTING POLICY

X-DRILL is committed to providing a safe work environment and to fostering the well-being and health of its employees. That commitment is jeopardized when an employee illegally uses drugs or alcohol on the job, comes to work under the influence of drugs or alcohol, or possesses, distributes, or sells drugs or alcohol in the workplace.

Therefore, X-DRILL has Zero Tolerance for any of the following:

- Use, possession, sale, distribution, or being under the influence of drugs or alcohol on X-DRILL premises or while conducting X-DRILL business is not permitted. An exception is the use of alcohol during X-Drill sponsored business or social functions, where the consumption of alcohol remains moderate, will not be considered a violation of this policy.
- The operation of X-DRILL vehicles or equipment while using or under the influence of drugs or alcohol.
- Possession of prescribed drugs that are not in the correct container or are not prescribed for such employee.
- Possession of paraphernalia and equipment related to illegal or unauthorized drug use.
- X-DRILL reserves the right, at all times, to have authorized personnel conduct searches or inspections of desks, personal effects, vehicles, lockers, briefcases, baggage, and quarters of employees and other personnel for the purpose of determining whether any such persons are in possession of drugs, alcohol, or paraphernalia used in conjunction with drug or substance abuse. These searches will be conducted from time to time without prior notification.
- Possession of any correctly prescribed drug that is unsafe to use while at an industrial location or while operating rigs or vehicles (employees using these types of drugs should contact their safety representative or manager before reporting to work).
- Possession of “look alike” drugs in any form.
- The arrest or conviction of an employee for violating any federal, state or local law prohibiting the use, possession, sale or distribution of drugs or alcohol.
- Not reporting any observed use, sale, possession of drugs or alcohol, or person(s) under the influence or distribution of drugs or alcohol on X-DRILL premises, in vehicles, or while on X-DRILL business.

Steve Meheen
CEO June • 2015

A handwritten signature in blue ink, appearing to read 'Steve Meheen'.