



DRUG AND ALCOHOL POLICY

I. STATEMENT OF PURPOSE AND POLICY

Premier Nursing Services, Inc. recognizes the legal and moral responsibility to provide a safe and productive work environment for all employees. Statistic shows that drug and alcohol abuse in the workplace results in accidents, injuries, lower productivity, lost profits, increased health care costs, and legal difficulties for employees and employers. Clearly the use, possession or sale of illegal drugs and alcohol in the workplace possesses serious risks to the health, safety and well-being of our employees. For these reasons, we have adopted this policy that all employees must report to work completely free from the presence of illegal drugs and the effects of alcohol.

II. ILLEGAL DRUG USE AND DISTRIBUTION

All employees are prohibited from manufacturing, cultivating, distributing, dispensing, possessing or using illegal or other mind-altering or intoxicating substances while on Company premises (including parting areas and other Company grounds), or while otherwise performing duties away, from the Company premises. Employees shall not report to work with illegal substance in their systems.

III. ALCOHOL USE AND IMPAIRMENT

All employees are prohibited from using alcohol on Company property or while on Company related business.

Furthermore, all employees are prohibited from having alcohol in their systems while at work or on duty. In the selected circumstances when alcohol use has been permitted, alcohol abuse, unruly or un-business like behavior will not be tolerated and may result in discipline, up to and including termination.

IV. PRESCRIPTION DRUGS

The use of prescription drugs, as part of a prescribed medical treatment by a licensed physician is not prohibited. An employee is required to inform his or her supervisor if the legal use of a prescription drug will in any way affect the ability to safely perform his or her assigned job. It is the employee's responsibility to determine to whether a prescribed drug may impair job performance.

V. DRUG TESTING

Employees who test positive, admit to drug or alcohol use or distribution, and who are not terminated, will not be returned to work until they have been evaluated by the Company's coordinating physician in conjunction with the management to determine if they can safely return to work. Results and records of drug tests are confidential and handled on a need-to-know basis. No laboratory reports or test results shall appear in an employee's personnel folder. The release of drug test results is strictly forbidden without the specific consent of the applicant or employee authorizing release of his or her information. Prior to administering any drug test, a written release of the results of that test will be obtained from employee or applicant being tested.

APPLICANTS FOR EMPLOYMENT

All applicants will be informed that as a part of an offer of employment, the applicant will be required to undergo a drug test. Applicants who test positive or who decline to undergo the drug test will not be considered for employment. Applicants who test positive must wait a minimum of 12 months before they will be permitted to reapply.

REHABILITATION MONITORING

An employee who tests positive in a confirmed drug test, or who has successfully completed a drug or alcohol rehabilitation program as a condition or continued employment to sign an

agreement which will include periodic random testing for a specific period of time following his or her return to duty.

VI. POSITIVE TEST RESULTS

An employee who test positive in a confirmed drug test, will be subject to discipline up to and including termination. Employee who are not immediately terminated for testing positive or for some other violation of the policy may at the sole discretion of the Company, be suspended without pay pending a review of an MRO (Medical Review Officer) or other responsible corporate officer.

VII. NOTIFICATION OF IMPAIRMENT

It shall be the responsibility of each employee who observes or has knowledge of another employee in a condition which impairs the employee's ability to perform their job duties, or who presents a hazard to the safety of others, or is otherwise in violation of this policy, to promptly report that fact to their immediate supervisor.

VIII. EMPLOYEE ASSISTANCE

The company expects employees who suspect they have an alcohol or drug problem to seek treatment. The company will help employees who abuse alcohol or drugs by providing a referral to an appropriate professional organization. However, it is the responsibility of the employee to seek and accept assistance before drug and alcohol problems lead to disciplinary action, including termination. Failure to enter, remain or successfully complete a prescribed treatment program may result in termination of employment. Strict confidentiality of records and information will be maintained.

Nothing in this section shall be construed to prohibit the Company from imposing discipline for violations of other work rules or misconduct committed by an employee who voluntarily enters and Employee Assistance Program.

IX. SEARCHES AND INSPECTIONS

Where the Company has reasonable suspicion that an employee has violated the drug and alcohol policy, management retains the right to inspect al personal and company property, which is or may be apart of the policy violation. The right to inspect will include but not to be limited toolboxes, vehicles (both personal-while on company property- and company owned), desks, purses, briefcases and lockers. Employees will be expected to cooperate in the conduct of such inspections as a condition of continued employment. Where the employee is not present or refuses to remove a personal lock, the Company may do so for him or her and compensate the employee for the lock.

X. DISCIPLINARY ACTIONS

Violations of this policy will result in disciplinary action. Disciplinary action may include suspension and or immediate termination of employment. Employment may be terminated even for a first time violation.

XI. INVOLVEMENT OF LAW ENFORCEMENT AGENCIES

The use, sale, purchase, transfer or possession or an illegal drug is usually a violation of the law. The company may refer such illegal drug activities to law enforcement agencies.

XII. ACKNOWLEDGEMENT OF UNDERSTANDING

I acknowledge receipt of the Company's Drug and Alcohol Abuse Policy. I understand it is my responsibility to read and comprehend its contents and should I have any questions, I will contact my supervisor.

Nothing in this policy alters my status as an "at will" employee, I have the right to terminate my employment with or without cause at any time and I understand that the company has a similar right.

Employee Signature

Date

This policy should not be considered as contractual in nature. It represents Premier Nursing Service's current standards for dealing with a serious national problem and is subject to change.