

T N T Environmental LLC Drug Alcohol Policy

To All Employees:

The illegal use of drug and the abuse of alcohol are problems that invade the workplace, endangering the health and safety of the abuser and those who work around them. This company is committed to creating and maintaining a workplace free of substance abuse without jeopardizing valued employees' job security.

To address this problem, our company has developed a policy regarding the illegal use of drugs and the abuse of alcohol that we believe best serves the interests of all employees. Our policy formally and clearly states that the illegal use of drugs or alcohol or prescription drugs will not be tolerated. As a means of maintaining our policy, we have implemented pre-employment and active employee drug testing. This policy was designed with two basic objectives in mind: (1) employees deserve a work environment that is free from the effects of illegal drug use or alcohol abuse and the problems associated with such, and (2) this company has a responsibility to maintain a healthy and safe workplace.

To assist us in providing a safe and healthy workplace, we maintain a resource file of information of various means of employee assistance in our community, including but not limited to drug and alcohol abuse programs. Employees are encouraged to use the resource file, which is located within the policy. In addition, we will distribute the information to employees for their confidential use.

An employee whose conduct violates this company's Substance Abuse Policy will be disciplined up to and including termination.

I believe it is important that we all work together to make this company a drug-free workplace and a safe, rewarding place to work.

Sincerely,
TNT Environmental LLC.

Resources for Substance abuse:

DUI and Substance Abuse Program of Pasco County
727-847-3411
7619 Little Rd.
NPR, FL. 34654

Drug Rehab Pasco Co. Fl
877-212-2070
Certified chemical Dependency Counseling
8875 Hidden River Parkway
Suite 300
Tampa, Fl. 33637

I have read and understand the contents of this drug and alcohol policy and will abide by the company's policy

Employee Signature: _____

Date: _____

Management Signature: _____

Date: _____