



# DRUG-FREE WORKPLACE POLICY

rev 0  
effective 08.05.08

FOR ADDITIONAL INFORMATION email: [employment@theeventline.com](mailto:employment@theeventline.com) or visit the Experiencing Imagination employment website: <http://www.TheEventLine.info/employment>.

It is the purpose of Experiencing Imagination Companies, Inc. (the "COMPANY") to help provide a safe and drug-free work environment for our clients and employees. With this goal in mind and because of the serious drug abuse problem in today's workplace, following policy is established and effective immediately for existing and future employees of the COMPANY.

- 1 The COMPANY explicitly prohibits:
  - 1.1 The use, possession, solicitation for, or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on COMPANY or customer premises or while performing an assignment.
  - 1.2 Being impaired or under the influence of legal or illegal drugs or alcohol away from the COMPANY or customer premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the COMPANY's reputation.
  - 1.3 Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from the COMPANY or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the COMPANY's reputation.
  - 1.4 The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of the company or its customers, or while on company business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.
- 2 The COMPANY will conduct drug testing under any of the following circumstances:
  - 2.1 RANDOM TESTING: Employees may be selected at random for drug testing at any interval determined by the COMPANY.
  - 2.2 FOR CAUSE TESTING: The COMPANY may ask an employee to submit to a drug test at any time it feels that the employee may be under the influence of drugs or alcohol, including, but not limited to, the following circumstances: evidence of drugs or alcohol on or about the employee's person or in the employee's vicinity, unusual conduct on the employee's part that suggests impairment or influence of drugs or alcohol, negative performance patterns, or excessive and unexplained absenteeism or tardiness.
  - 2.3 POST-ACCIDENT TESTING: Any employee involved in an on-the-job accident or injury under circumstances that suggest possible use or influence of drugs or alcohol in the accident or injury event may be asked to submit to a drug and/or alcohol test. "Involved in an on-the-job accident or injury" means not only the one who was injured, but also any employee who potentially contributed to the accident or injury event in any way.
  - 2.4 If an employee is tested for drugs or alcohol outside of the employment context and the results indicate a violation of this policy, the employee may be subject to appropriate disciplinary action, up to and possibly including discharge from employment. In such a case, the employee will be given an opportunity to explain the circumstances prior to any final employment action becoming effective.
- 3 BEST PRACTICE. This Policy is based upon the Best Practice published by the State of Texas Workforce Commission an excepted expert agency.
- 4 CONDITION OF EMPLOYMENT. The policies, terms and conditions herein ("DRUG-FREE WORKPLACE POLICY") are a condition of employment and not negotiable, divisible or reducible. Any person seeking a wage or any form of compensation (altogether "WAGE") from the COMPANY agrees to review and understand this staff policy and to be bound to it. Acceptance of any WAGE shall signify agreement hereto and agreement that payment of any WAGE may be delayed until the terms and testing required herein are met and completed. Any person who does not agree with this staff policy shall immediately leave the service and premises of the COMPANY and not seek further WAGES.
- 5 POSTING. This document shall be posted and available to EMPLOYEES and INDEPENDENT CONTRATORS (together "STAFF") at: <http://www.TheEventLine.info/employment>.
- 6 This policy is approved by the President Experiencing Imagination Companies, Inc. pursuant to the authority granted under its Corporate By-Laws and is effective on the date noted in this document's header.