



FIREARMS, WEAPONS-FREE WORKPLACE POLICY

We wish to maintain a work environment that is free of illegal drugs, alcohol, firearms, explosives, or other improper materials. To this end, we prohibit the possession, transfer, sale, or use of such materials on our premises, at our jobsites, or in our equipment and/or vehicles. We require your cooperation administering this policy.

Desks, lockers, and other storage devices may be provided for your convenience but remain our sole property. Accordingly, any agent or representative of the Company can inspect them, as well as any articles found within them, at any time, either with or without prior notice.