



## **SUBSTANCE ABUSE POLICY**

As a responsible employer, GT's Oilfield Hauling (GT's) has a compelling interest in establishing programs to promote and enhance health and safety in the workplace. GT's has implemented a Substance Abuse Program which is directed at protecting the working environment, the health and safety of employees, co-workers, contractors, sub-contractors and the general public. The Substance Abuse Program combines drug and alcohol testing with education, supervisor training and access to assistance.

This policy applies to all employees, contractors and visitors of GT's in safety sensitive positions or at safety sensitive worksites.

Excluded from this policy is the legitimate possession and proper use of medications specifically prescribed for the user by a licensed physician and over-the-counter medications, provided that such medications are being used in strict compliance with the prescription and/or the manufacturer's directions and that the use of medications does not impair ability to perform the worker's job. It is the duty of the employee to inform his/her supervisor of any medications that are being used and to question the doctor or pharmacist regarding possible side effects.

Violation of any portion of this program will result in the appropriate disciplinary measures, up to and including termination of your employment or work contract. All employees in positions considered safety sensitive by GT's will be subject to drug and alcohol testing as outlined in the Substance Abuse Program. If any of the outlined tests are confirmed positive it will lead to disciplinary measures, up to and including termination of your employment, work contract or a requirement to complete a rehabilitation or treatment/counseling program. Upon completion of rehabilitation and a negative return to duty test, the employee may be subject to unannounced follow-up tests for a period of one (1) year after their return to duty.

The elements of our Substance Abuse Program are intended to achieve the overall goal of a healthy, safe workplace for our employees, contractors, sub-contractors, co-works and the general public.

A blue ink handwritten signature, appearing to read 'Greg Toews', is written above a horizontal line.

Greg Toews  
Owner, GT's Oilfield Hauling

Dated: June 10, 2008