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APOLLO DRUG FREE WORKPLACE	Revision Date 01/23/2024	Effective Date 05/01/2017	

1.0 Policy Statement: Apollo Mechanical and Apollo, Inc. Drug Free Workplace

- 1.1 Apollo Mechanical and Apollo Inc. (hereinafter referred to as “Apollo” or the company) maintain a strong commitment to all the workers on its projects to:
 - 1.1.1 Provide a safe work environment.
 - 1.1.2 Protect their health and safety.
 - 1.1.3 Promote high standards of performance.
- 1.2 Consistent with these commitments, we have established the following comprehensive Drug and Alcohol Policy. The primary objective of this policy is to promote and maintain a safe and healthy work environment that is free from the harmful effects of alcohol and drugs.
- 1.3 Drug and alcohol use is a national problem found in every part of society and spreading to every industry and occupation. Studies establish that drug and alcohol use alone each year costs the American economy billions of dollars in lost productivity, increased rates of employee absenteeism, poor performance, on-the-job injuries, higher medical costs, and rising thefts.
- 1.4 While we have no intention of interfering with the private lives of our workers, we expect all personnel to report to work “Fit for Duty,” which means in a condition to perform their duties in a safe, effective manner. An individual’s off-the-job, as well as on-the-job involvement with drugs and alcohol can have a significant negative impact on the workplace and can present a substantial risk to the individual who is using alcohol and drugs, to co-workers, and to others. Apollo will not tolerate drug use on or affecting its jobsites or property. The use, possession, distribution, or manufacturing of illegal drugs or marijuana by any individual on Apollo Projects or property is prohibited.

2.0 Policy Administration

- 2.1 To ensure thorough understanding and compliance with Apollo’s above titled Drug and Alcohol Policy, all Apollo employees, not covered under a bargaining union drug and alcohol program, will be required to read, and agree to this policy as a condition of employment or access to any Apollo projects or properties. Failure to comply with this requirement will make an applicant ineligible for access to Apollo projects or properties.
- 2.2 Prohibited Substances, Articles and Conduct:
 - 2.2.1 Alcohol: See ADDENDUM C

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2.2.2 Drugs: A drug is defined as any substance, which may impair mental or motor function including, but not limited to illegal drugs, marijuana, controlled substances, designer drugs, synthetic drugs, look-alike drugs and, under circumstances described in this policy, prescription drugs. The possession, buying or selling, transfer, offering, use or being under the influence of any drug (except as authorized and prescribed by a physician and then only if reported to the Safety Director prior to beginning work) while on company property, premises or jobsites, or while on company time, or in other circumstances that might adversely affect our operations, safety, or reputation is strictly prohibited. Anyone testing positive for a drug, in both the basic and positive test verifications, will be considered under the influence of the drug. Prohibited conduct includes consumption of any drugs (in any amount) on the job, during business hours, or prior to reporting to work at any time, which causes a positive test result.

2.2.3 Prescription Drugs: A drug, other than marijuana, prescribed to an individual by a licensed physician for medical reasons. These must be taken within the limits of the prescribed instructions.

2.2.4 Illegal Drugs: Any drug that is not prescribed to that specific individual, to exclude over the counter drugs, or prescription drugs that have expired or not taken following the direction of the physician and marijuana.

2.2.5 Contraband: Any items or actions considered contraband to an onsite worker as defined by state or federal laws for illegal drugs, marijuana, and associated items.

2.3 Testing of employees:

2.3.1 Employees will be required to undergo a body fluids test under the following circumstances:

2.3.2 **Pre-employment:** Prior to the start of, and as a condition of employment on an Apollo contract or property, prospective workers will be required to sign the specimen to test for the presence of prohibited substances. Pre-employment screening test shall be taken prior to the employee performing any work. In the event that the medical facility cannot provide the results of such tests to Apollo prior to the scheduled work time of the employee, the employee shall be considered probationary until such time as the results from the test are known. A positive test result will result in rejection for employment and/or denied access to premises and/or projects for six months. Compensation for any Employee time is subject to the provisions of the applicable collective bargaining agreement or other applicable legal requirements.

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Inconclusive quick test results may be cause for rejection of employment with Apollo. The applicant will not be hired as an employee until a negative drug test result is received. Refusal to provide a specimen for the test will be considered voluntary withdrawal of the application for employment. The prospective employee will conduct the drug test prior to showing up at the job location. The prospective employee will be paid 2 hours show up time if the employee tested prior to being employed when he brings the negative drug test to his supervisor. Apollo will pay for the pre-employment drug test regardless of test results.

- 2.3.3 Prior to the start of employment on a Hanford jobsite, or any other jobsite that requires current testing, new hires will be required to take a Rapid test and take the results to their supervisor on the jobsite.
- 2.3.4 Employees who have not worked for Apollo in the past 60 days shall be required to take a pre-employment drug screen as outlined above.
- 2.3.5 **Random: Apollo, Inc. (Apollo Mechanical excluded)** non-exempt employees will be placed into a random drug pool that is administered by a third party. The rate will be equal to 30 percent of the group population for each 12-month period. Selection for testing will be performed by a business sensitive computerized system. Notification will be given to the employee by their responsible supervisor in a confidential manner, and that employee will then have 3 hours to provide a sample. If testing is not complete within the 3-hour time or the employee fails to show up to the testing location, the test shall be considered a positive. If the test was delayed for an unseen reason by the employee, the 3-hour clock can be restarted.
- 2.3.6 **Post Incident:** Post accident/incident, or an “occurrence,” drug & alcohol testing, to include the testing of THC, will be performed on all involved personnel unless Supervision & or Safety determine otherwise. Escorting of the personnel to the collection facility will be arranged by supervision.
- 2.3.7 **Reasonable Suspicion:** When Apollo supervision has reason to suspect employee drug use or alcohol intoxication, testing will be performed in accordance with the provisions of Section 2.4. Two or more supervisory or management officials, at least one of whom is in the direct chain of supervision of the employee or fellow worker, must agree that such testing is appropriate. If the employee is covered under a bargaining agreement the Steward shall be notified of the reasonable suspicion test.
- 2.3.8 **Return to Duty:** Should a current Apollo employee have a positive test result for any reason, the individual will have 30 days to complete an evaluation by a certified counselor and enroll in any recommended treatment plan in order to be eligible to return to work after providing a negative test result. If a treatment plan is recommended, evidence of

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enrollment must be furnished to the Drug Testing Administrators. Should an individual fail to complete the recommended treatment plan within the prescribed timeline, the individual will then be terminated and ineligible for rehire for six months following the date of termination.

2.4 Testing procedures:

- 2.4.1 All body fluids tests will be performed in accordance with standards and requirements found in the Department of Health and Human Services (HHS) Mandatory Guidelines. These guidelines provide direction for random selection of employees for testing; obtaining urine specimens for testing; specimen chain of custody forms and assurances; laboratory methodology including analysis sensitivity levels; and quality control.
- 2.4.2 Screening for alcohol will conform to Department of Transportation procedures. These procedures establish requirements for specimen collection, specimen analysis, quality assurance, invalid tests, refusal to test, uncompleted tests, privacy, and disclosure of alcohol testing information, and record keeping.
- 2.4.3 Body fluids tests will normally utilize only oral fluid specimens. Tests which entail the withdrawal of blood will be exercised only in situations involving an injury accident where an employee is rendered unconscious and unable to provide an oral fluid specimen.
- 2.4.4 Basic tests which give a positive indication of drug use above the thresholds outlined in ADDENDUM "A" will be confirmed by an alternate pre-approved method of testing as outlined in ADDENDUM "B."
- 2.4.5 An employee suspected of being under the influence of a prohibited substance shall, for reasons of safety, be tested and suspended until test results have been reviewed by the appropriate agency. If a test proves negative, the employee will be reinstated with back pay.
- 2.4.6 Workers who test positive with a 0.02 Blood Alcohol Concentration (BAC) will be sent home on the first infraction. On the second infraction, a worker will be suspended in accordance with section 2.8 of this procedure. Workers who test positive with a 0.04 BAC are subject to immediate suspension in accordance with 2.8.
- 2.4.7 Refusal to test will be treated like a positive test. Employees who refuse to take a drug or alcohol test, provide an unsuitable specimen, or fail to appear for testing will be treated as if the test was positive.

2.5 Prescription drugs:

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2.5.1 Employees using a prescription drug which may impair mental, or motor functions shall inform the Safety Coordinator of such drug use. For the safety of all employees, the company may place persons using such drugs in a less hazardous job assignment or place them on temporary medical leave until released as fit-for-duty by the prescribing physician.

2.6 Disciplinary action:

2.6.1 Applicants testing positive/inconclusive will not be hired. Applicants may be eligible for re-hire in six months. Employee's testing that is inconclusive may be eligible for hire if split test comes back negative.

2.6.2 Workers found using, possessing, manufacturing, or selling illegal drugs or marijuana on company premises, or company time, will be subject to immediate termination and are in-eligible for re-hire.

2.6.3 Workers found under the influence of alcohol or testing positive for drugs in both the basic and positive test verification while operating any equipment on company premises, or while driving any company or subcontractor vehicle may be subject to immediate termination.

2.6.4 Workers who violate this Drug and Alcohol Policy in any other way, including testing positive for drugs, in both the basic and positive test verification will be given the opportunity to select immediate termination or rehabilitation and treatment (refer to 2.8).

2.7 Immediate Termination.

2.7.1 The employee's CONFIDENTIAL personnel file will be updated to include the nature and date of the violation. From that date on the individual will be permanently ineligible for employment with Apollo unless the employee completes a drug/alcohol rehabilitation program and tests negative.

2.8 Rehabilitation and treatment:

2.8.1 Referral, counseling, and rehabilitation. If the employee is eligible (and if the employee has not previously used it) the employee will be suspended without compensation during the time of counseling and treatment. An independent counselor will determine treatment. In all cases, counseling, treatment, and follow-up drug testing expenses will be the responsibility of the employee. When the counseling or rehabilitation has started and the employee completes a negative drug test, the employee may be eligible for employment with Apollo. Employees who choose this option have 30 days from the day they are notified of positive result to comply with this policy, or their employment will not be reinstated.

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2.8.2 The employee may be allowed to return to work with the company only after he/she agrees to and signs an "Agreement of Continuing Employment." After the employee has returned to work, he/she will be subject to follow-up drug testing as defined by the Counselor (to be paid by the employee), which may occur at any time during the mandatory one-year probationary period following reinstatement. A positive result from such a test, or any subsequent tests, will lead to immediate termination. The employee may then be permanently ineligible for employment with Apollo. If required by the company, the employee may have to finish the prescribed rehabilitation program satisfactorily before the end of the one-year probationary period. Failure to complete the program, or unsatisfactory participation in this program, will result in immediate termination. Anyone refusing to cooperate with testing procedures will face the disciplinary alternative consistent with a positive test.

2.8.3 Individuals will be encouraged to seek help with a drug or alcohol problem before it deteriorates into a disciplinary matter.

2.8.4 If an individual voluntarily notifies his/her supervisor that he/she may have a substance abuse problem, the company will assist in locating suitable counseling and treatment services and will counsel the individual regarding benefits available under their company or union insurance programs. If treatment necessitates a leave of absence, accrued vacation and sick leave time may be used (if applicable). All costs associated with treatment are the employee's responsibility.

2.8.5 Individuals returning to work after such a leave of absence will be subject to drug tests at any time during a mandatory one-year probationary period. A positive test will result in immediate removal from the site and may make the individual permanently ineligible for employment within the company.

2.9 Confidentiality:

2.9.1 All actions taken under this policy will be CONFIDENTIAL within the employer and the union (if any) representing the employee.

3.0 Situations Not Covered by This Policy

3.1 Situations may arise which are not specifically covered by this policy. For example, situations involving employees who have been arrested or convicted for off-the-job illegal drug use (including marijuana use) or activity. Such situations will be dealt with on a case-by-case basis considering such things as the nature of the problem, the employee's overall employment record and job assignment, the potential impact on production, safety and customer and public perceptions of the

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company and its services. The Apollo Dispute Resolution Counsel will determine corrective or disciplinary action.

The Apollo Dispute Resolution Counsel shall consist of the Human Resources, the Site-Safety Representative, and the Regional Labor Leader.

4.0 Arrest or Conviction Under Criminal Drug Statute

- 4.1 Individuals must notify the Drug Test Administrator (Human Resources Manager) within five days of a conviction of a criminal drug statute. Failure to do so will result in immediate removal from the company.
- 4.2 Apollo will take corrective action as described in 2.6.4.

5.0 Reservation of Rights

- 5.1 The company reserves the right to revise this policy. Nothing in this policy alters an individual's status. The company hopes each employment relationship will be a happy and enduring one. Nevertheless, workers remain free to resign their employment at any time for any or no reason. Apollo's "Reservation of Rights" is also subject to any express modification contained in any applicable collective bargaining agreement.

6.0 Amendments to Policy

- 6.1 Amendments to this policy may be issued to comply with project Owner requirements, state or local laws, or federal contract requirements.

7.0 Substance Abuse Testing

- 7.1 Prior to employment, personnel shall complete a lab based oral fluid swab unless otherwise specified. The test shall be completed prior to showing up at the job location. Inconclusive quick or instant test results will be cause for rejection of employment with Apollo. All inconclusive quick or instant tests shall be sent to a certified lab for confirmation of the initial test results. If positive a Medical Review Officer shall review the results. Only a Medical Review Officer can determine if a test result is Positive.
- 7.2 Drug and alcohol testing of individuals shall be required as soon as practical, subsequent to a work-related incident. A work-related incident is defined as an accident that could have resulted in an injury requiring treatment by a physician (OSHA recordable) or could have resulted in damage to property or equipment.

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- 7.3 Random testing-employees will be notified of when and where to take the drug test. Testing shall be done during working hours and completed within 3 hours of employee notification. If testing is not complete within the 3-hour time, the test shall be considered a positive. If the test was delayed for an unseen reason by the employee, the 3-hour clock can be restarted. Transportation will be available to transport employees to and from the testing site.
- 7.4 Reporting of test results shall be handled discreetly between the medical facility and the Apollo Drug Test Administrators. Results shall be reported by the facility as follows:
- 7.5 NEGATIVE, the individual is within the limits prescribed in "ADDENDUM A."
- 7.6 POSITIVE, the individual is not within the limits prescribed in "ADDENDUM A."
- 7.7 INCONCLUSIVE, a non-negative test utilizing quick or instant testing.
- 7.8 If requested by the individual, the results will be provided directly to the individual. Apollo and the medical facility agree that customary patient privacy in taking the described test will be provided.
- 7.9 Apollo, the medical facility and the testing laboratory agree that security of biological specimens is necessary, without exception. Any breach of this security will require an immediate retest.
- 7.10 In the event of positive test results on both the basic and positive verifications test, the employee may have, within (3) days, the same specimen retested at a different licensed laboratory. Retesting shall be performed at the individual's expense. In the event the retested results are different, the negative results will be accepted.
- 7.11 Apollo, the medical facility, and the testing laboratory agree that the results of the described tests are to be held in strictest CONFIDENCE between Apollo Human Resources and the medical facility. It is further agreed that the results of the above test will not be provided to anyone other than the Drug Test Administrators or designee at Apollo without the written consent of the employee.

DRUG TEST ADMINISTRATORS CONTACT INFORMATION

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8.0 Attachments

- Addendum “A” – Threshold Cutoff
 - Addendum “B” – Laboratory Procedures
 - Addendum “C” – Employee Alcohol Policy
 - Applicant Consent to Drug and Alcohol Testing*
 - Employee Agreement to Conditions of Continuing Employment*
- *Included in the New Hire Packet*

ADDENDUM “A”

THRESHOLD (CUTOFFS) For Pre-employment and Random Drug Screening			
Drug	SCREENING	CONFIRMATION	
Amphetamines	100	50	ng/ml
Barbiturates	20	20	ng/ml
Benzodiazepines	1	1	ng/ml
Fentanyl Norfentanyl	1	1	ng/ml
Cocaine Metabolite	5	8	ng/ml
Methadone	5	5	ng/ml
Opiates	10	40	ng/ml
Methamphetamine	40	50	ng/ml
MDMA	40	50	ng/ml
PCP	1	10	ng/ml
Masking Agent	N/A	N/A	N/A

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ADDENDUM "B" LABORATORY PROCEDURES

EMIT METHOD INFORMATION (Basic Test)

The name EMIT stands for Enzyme-Multiplied Immunoassay Technique. This technique is used for the microanalysis of drugs in biological fluids. Urine is mixed with two reagents. Reagent One contains antibodies specific to the particular drug, the coenzyme nicotinamide adenine dinucleotide (NAD) and the substrate G.6P (glucose 6 phosphate). Reagent Two contains a drug derivative labeled with ten enzymes G.6PDh. (Glucose 6 phosphate dehydrogenate). Reagent one is added to the specimen and the antibody binds to any drug molecule in the patient specimen it recognizes. Reagent two is added next and the enzyme labeled drug combines with any remaining antibody; this binding decreases the enzyme label activity. The enzyme that remains unbound (therefore still active) relates directly to the concentration of drug in the specimen. The active enzyme converts NAD to NDAH, resulting in an absorbance change that is measured spectrophotometrically.

GAS CHROMATOGRAPHY-MASS SPECTROMETRY (Positive test verification):

GS/MS is used as a confirmation of positive EMIT screens in laboratories. It generally allows identification of the specific drug involved. It also provides the ability to quantitate the cannabinoid and urine alcohol level present.

GC/MS is an analytical technique which allows one to separate substances based on their differential migration rate through a gas chromatographic column and then, virtually unequivocally, identify them based on their mass spectrum and the migration time. The technique has been generally accepted as a reference method for legal applications. GC/MS does have limitations related to sensitivity, the range of masses measurable and the requirements for specimen volatility and thermal stability. In general, however, for drug analysis, GC/MS is the most specific method available.

The GC/MS test is performed with a Hewlett-Packard model, 5970-B, which uses electron bombardment to produce a "fingerprint" mass spectrum of each analyte as it elutes from the capillary column in the gas chromatography. An on-board computer correlates the mass spectrum with a stored library of compounds and produces a report of the probable substances in the specimen.

ADDENDUM "C"

1.0 Employee Alcohol Policy:

- 1.1. The following policy is designed to establish uniform standards for responsible alcohol consumption during work events, while at company facilities and outside the workplace that uphold the company's reputation, provide a safe workplace for employees, and comply with applicable laws.

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1.2. This Policy is applicable to employees of Apollo, its subsidiaries, and affiliates. Sections 2.1 and 2.2 of this policy also apply to contractors, temporary workers, and other persons in association with performing work for the Company or their presence on Company property or at Company events.

1.3. All employees are expected to read, be familiar with and acknowledge their understanding of this policy on a yearly basis. The Board of Directors is responsible for issuing and updating this policy as necessary to comply with current regulations and applicable company policies. It is the responsibility of all Apollo employees to ensure that their performance at work and their judgment are not impaired by alcohol.

2.0 Policy Administration

2.1 Personal Conduct

2.1.1 Whether or not to drink alcohol beverages is entirely a personal decision. All employees must ensure that their performance at work and their judgment are not impaired by alcohol. An employee's decision to drink alcohol beverages at a company related function includes an obligation to act responsibly and to get home safely. In all situations, an employee's conduct when consuming alcohol is his/her responsibility.

2.2 Alcohol and the Workplace

2.2.1 Company Facilities:

2.2.1.1 The consumption of beer or any alcoholic beverage on company property is permitted only in areas designated by a Division Manager for a functional event. Bartender service is not required at employee events on Apollo property but may be used.

2.2.1.2 For Safety reasons and in compliance with established law, specific project site work rules, and negotiated bargaining agreements, no alcohol may be consumed by Apollo employees during working hours, or at any time on a project site. With a Division Managers approval, specific occasions, and designated areas may be recognized when employees may consume alcohol while on company property or while conducting business on behalf of the company during work hours. At no time, shall an employee return to work after consuming alcohol.

2.3 Off-Site Employee and Non-Employee Events and Receptions:

2.3.1 One individual (Preferably an Apollo Manager) must be designated as the person in charge of an Apollo Event. The designated individual must be present at all times.

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2.3.2 Alternative, non-alcohol beverages shall always be available, and their availability prominently evidenced. Appropriate food or snacks shall be provided.

2.3.3 It is preferred that only professional and experienced bartenders who have completed a server training course should be used as regulated by state law. An Apollo employee should not serve as a bartender. People under the legal drinking age of 21 cannot be served alcohol.

2.4 Driving While Impaired and Other Offenses

2.4.1 Apollo has a reasonable and legitimate interest in protecting its business from harm caused by the actions of its employees both at work and outside work. If employees drink irresponsibly or commit offenses related to or resulting from the consumption of alcohol or providing alcohol to minors, they place the Company's reputation at risk. Apollo employees are therefore expected to recognize this and to act accordingly.

2.4.2 For purposes of this section of the policy, work related activities and work related/sponsored events include all activities and events that occur on Company premises and all off-site Company sponsored receptions and promotional events, as well as all other customer meetings or entertainment.

2.4.2.1 Prohibited Conduct- Driving Impaired: Driving while impaired by alcohol or other controlled substances, is not condoned by Apollo under any circumstances. All employees are prohibited from operating a Company owned vehicle where the employee's ability to drive is impaired, at any time (refer to 2.6.3 Drug Free Workplace Procedure). All employees are prohibited from consuming alcohol prior to or while engaging in work-related activities, or a work-related/sponsored event, and subsequently operating a vehicle if the employees' ability to drive is impaired. Employees who drive impaired or refuse to cooperate with law enforcement in connection with laws relating to drinking and driving may also be subject to discipline, up to and including termination. The appropriate sanction in each case will depend on the specific circumstances, including the degree to which the incident(s) relates to the employee's job.

2.4.2.2 For the purposes of this policy, evidence that an employee's ability to drive is "impaired" will consist of one or more of the following: (1) blood alcohol concentration ("BAC") of 0.08% or above; (2) BAC above the concentration deemed unsafe for driving in the state in which the employee was operating his/her vehicle; (3) refusal to submit to a field sobriety test, breathalyzer test, or other test designed to determine BAC or level of impairment due to consumption of alcohol or other controlled substance; or (4) other evidence available

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to the Company that demonstrates that the employee could not and/or did not safely operate a vehicle.

2.4.3 Prohibited Conduct – Other Alcohol Related Offenses While Not on Duty

2.4.3.1 Other offenses in which the irresponsible consumption of alcohol is a contributing factor, such as public drunkenness or disorderly conduct as a result of excessive consumption of alcohol and providing alcohol to anyone not of legal drinking age or underage drinking in violation of state statutes, are not condoned. Employees who commit such offenses may be subject to discipline, up to and including termination. The appropriate sanction in each case will depend on the specific circumstances, including the degree to which the incident(s) relates to the employee's job.

2.5 Reporting and Investigating

2.5.1 For driving offenses in company vehicles or in connection with work related activities or work related/sponsored events, all employees are required to report to Human Resources incidents where the employee has been ticketed, cited, charged, or convicted of the offense of driving over the legal BAC limit or other alcohol related offenses within two business days. Drivers who are subjected to Department of Transportation regulations are also required to understand and follow all DOT regulations, including reporting obligations applicable to them.

2.5.2 The outcome of any law enforcement investigation and/or judicial proceeding may be a factor in, but will not determine, the outcome of Apollo's investigations into employee conduct.

2.5.3 Employees may be placed on suspension, with or without pay, while Apollo conducts its investigation.

2.6 Disciplinary Actions

2.6.1 At the conclusion of an investigation, the employee may be subject to discipline, up to and including termination. The determination of the appropriate level of discipline will be made by the Dispute Resolution Counsel who will review all cases involving violations of 2.2-2.4 of the policy. The determination of the appropriate level of discipline will depend on numerous factors including, but not limited to: (1) whether the conduct, arrest, charge or conviction, if any, is substantially related to the employee's job with Apollo; (2) the results of the breathalyzer or the testing designed to determine BAC or level of impairment due to consumption of alcohol or other controlled substance; (3) whether the employee refused to take a requested field test and/or failed to cooperate fully with the officer; (4) the results of, and the employee's cooperation with the

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Company's investigation; (5) the effect of the employee's actions on the Company's reputation; (6) the length of service of the employee; and (7) any previous warnings for alcohol related misconduct.

2.6.2 In all cases, an employee's refusal to cooperate fully with the Company's investigation and/or report under this policy may result in immediate discharge from employment.

2.7 General Matters

2.7.1 Testing and Disciplinary Actions

2.7.1.1 To provide a safe working environment, Apollo reserves the right to test employees where there is reason to believe that their ability to perform their job responsibilities may be impaired by drugs and/or alcohol. Further any employee who is injured on the job, has been involved in an accident resulting in an injury to a fellow employee or property damage, or has been involved in a "near-miss" may be subject to drug and/or alcohol testing in the Company's discretion. The Company will bear costs associated with the testing done at the Company's request. Employees must submit to testing when scheduled by the Company. Employees may request to have a confirmed positive sample re-tested.

2.7.1.2 Reporting for work under the influence of alcohol, using alcohol during working hours, except as approved in this policy, or other violations of this Employee Alcohol Policy may result in disciplinary action, including termination of employment. The Company encourages employees to voluntarily seek assistance in the event of an alcohol problem through Human Resources. This and any voluntary action or disclosure by an employee will not be grounds for disciplinary action.

2.7.2 Collective Bargaining Agreements

2.7.2.1 In the event this policy shall conflict with a collective bargaining agreement that the company has entered into, the terms of the collective bargaining agreement shall apply.

2.7.3 Laws and Regulations

2.7.3.1 In the event that this policy shall conflict with any state or federal laws or regulations, only the provision in conflict shall be modified to comply with the law or regulation.