



EASTSIDE BULK TRANSPORT LLC

CONTROLLED SUBSTANCE POLICY

DRUG & ALCOHOL POLICY

INTRODUCTION

It is the policy of Eastside Bulk Transport LLC (herein referred to as the “Company”) that the use, sale, purchase, transfer, possession, or presence in one’s system of any controlled substance (except medically prescribed drugs) by any employees while on the Company’s premises, engaged in Company business, operating Company equipment, or while under the authority of the Company is strictly prohibited.

The Company further maintains a policy that the unauthorized use, sale, purchase, transfer, possession, or presence in one’s system of alcohol or any other intoxicating agent by any employee while on the Company’s premises, engaged in Company business, operating Company equipment, or while under the authority of the Company is strictly prohibited.

There are many reasons why we have implemented a drug and alcohol testing program, they include but are not limited to:

- Deter employees from abusing alcohol and drugs
- Prevent hiring individuals who use illegal drugs
- Be able to identify early and appropriately refer employees who have drug and/or alcohol problems.
- Provide a safe workplace for employees
- Protect the general public and instill consumer confidence that employees are working safely
- Benefit from Workers’ Compensation Premium and Group Discount programs
- Comply with State, Federal and Local laws and regulations

Aspects of the Company’s operations are subject to regulation by various federal, state and local agencies, therefore certain Company employees are subject to the terms and conditions of this Drug and Alcohol Policy, the terms and conditions of which are hereby incorporated within the Hillwick Inc. Handbook Policy. The serious impact of drug use and alcohol abuse has been recognized by the federal government. Consequently, the Federal Motor Carrier Safety

Administration (FMSCA) has issued regulations which require the Company to enhance its alcohol and controlled substance program. This is a “Supplemental” or addition to the Eastside Bulk Transport Handbook Policy, it is meant to educate the Company’s employees about this Eastside Bulk Transport enhanced program with the focus on drug and alcohol testing.

It is the Company’s intent that the policies and procedures in this Drug and Alcohol Policy be consistent with provisions contained in the Eastside Bulk Transport Handbook Policy. In the unlikely event that the terms of this Drug and Alcohol Policy conflict with any provision contained in the Employee Handbook, the terms and conditions of this Drug and Alcohol Policy shall control. Violation of any provision contained in this Drug and Alcohol Policy shall be deemed a violation of the Company’s overall drug and alcohol policy and will result in disciplinary action, up to and including termination.

NEITHER THIS POLICY NOR ANY OF ITS TERMS ARE INTENDED TO CREATE A CONTRACT OF EMPLOYMENT OR CONTAIN THE TERMS OF ANY CONTRACT OF EMPLOYMENT. THE COMPANY RETAINS THE SOLE RIGHT TO CHANGE, AMEND, OR MODIFY ANY TERM OR PROVISION OF THIS POLICY WITH OR WITHOUT NOTICE.

PLEASE BE ADVISED THAT THE FEDERAL MOTOR CARRIER SAFETY REGULATIONS (“FMCSR”) SET THE MINIMUM REQUIREMENTS FOR TESTING OF SAFETY SENSITIVE EMPLOYEES. THE COMPANY’S POLICY IN CERTAIN INSTANCES MAY BE MORE OR LESS STRINGENT FOR OTHER EMPLOYEES.