COMPANY POLICY

Concerning the Use of Drugs

1.   Any employee who has engaged in prohibited drug use while on the job and/or while performing safety-sensitive functions will be terminated from further employment with this company. In addition, any employee who has engaged in prohibited drug use while performing safety-sensitive functions will be permanently precluded from performing safety-sensitive function for this or any other employer.

2.   Any covered employee who tests positive on an FAA-mandated drug test will be removed from safety-sensitive function and terminated from further employment with this company. Employees who hold an airman medical certificate issued under Part 67 will be reported to the Federal Air Surgeon for certificate action. In addition, an employee who has verified positive drug test results on two drug tests on an FAA-mandated drug test conducted after September 19, 1994, is permanently precluded from performing for this or any other employer the safety-sensitive duties the employee performed prior to the second drug

3.   Any covered employee who refuses to submit to an FAA-mandated drug test will be terminated from further employment with this company. A refusal to submit means that an employee failed to provide a urine sample as required, without a valid medical explanation, after receiving notice of the requirement to be tested or has engaged in conduct that clearly obstructed the testing process. This includes the adulteration or addition of foreign substances to the urine specimen. Holders of certificates under CFR Parts 61, 63, or 65 will be reported to the FAA office of Airman Certification for certificate action. This action may result in the suspension or revocation of the certificate.

4.   Any applicant for employment who fails a pre-employment drug screening will not be hired.

5.   This company does not provide a rehabilitation program.

6.   This company is a member of the Washington Aviation Association, Inc. consortium. The WAA does not provide a rehabilitation program.