

CALIFORNIA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with California law. Specifically, the Company will ensure that:

- Employees are subject to post-accident drug and/or alcohol testing only if the Company reasonably believes they may have caused a work-related accident that results in a fatality or an injury to a person who requires immediate off-site medical treatment or damage to Company vehicles, machinery, equipment, or other property that exceeds \$5,000.