

SAN FRANCISCO, CA ADDENDUM

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

- Employees shall not be subject to on-site testing;
- Employees shall not be subject to random testing;
- Employees are subject to "cause" or reasonable suspicion testing only if the Company has reasonable grounds to believe that an employee's faculties are impaired on the job and such impairment presents a clear and present danger to the physical safety of the employee, another employee, or the public; and
- Employees shall not be subject to pre-placement drug and/or alcohol testing