

CONNECTICUT ADDENDUM

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

- Employees are subject to post-accident drug testing only if the Company has reasonable suspicion that an employee is under the influence of drugs or alcohol;
- Employees are subject to random drug testing only if: (1) the testing is authorized by law; (2) the employee serves in a position designated as high-risk or safety-sensitive by the Labor Commissioner; or (3) the testing is conducted as part of an EAP sponsored or authorized by the Company in which the employee voluntarily participates;
- Employees are subject to return-to-duty and follow-up drug testing only if such testing is part of an employee assistance or other treatment program in which an employee voluntarily participates;
- No one shall be directly observed as they provide urine specimens;
- Drug test results shall be treated as private medical records; and
- Applicants and employees will be provided with copies of their positive drug test results.