

LOUISIANA ADDENDUM

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

- Specimens are limited to urine, blood, saliva, and hair;
- On-site testing devices certified by the FDA may be used for screening tests only; and
- Within seven (7) working days following notice of a positive confirmatory test result, an employee may request, in writing, access to records relating to his/her test result.