

MARYLAND ADDENDUM

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

- On-site screening tests approved by the FDA are permitted only for pre-employment purposes;
- Hair specimens may be used for pre-employment testing only;
- Blood, saliva, and urine specimens may be used for all types of tests;
- After the Company receives notice of an applicant's or employee's confirmed positive drug or alcohol test results, the Company will provide the applicant or employee, either in person or by certified mail within thirty (30) days from the date of the test, with: (1) a copy of the test results; (2) a copy of the Company's Drug and Alcohol Policy; (3) notice of the applicant's or employee's right to request a retest of his/her original specimen(s), at his/her expense, by a certified laboratory; and, if applicable, (4) notice of the Company's intent to take disciplinary action, change the employee's conditions of continued employment, or terminate the employee's employment; and
- Applicants and employees who have positive results may request, at their expense, that an independent test be performed on their original specimens by notifying the Company and the laboratory of their challenge to the confirmed test results and requesting the laboratory to submit a sufficient portion of their original specimens to a different certified laboratory chosen by the applicant or employee.