

NORTH CAROLINA ADDENDUM

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

- Specimens for testing are limited to urine, blood, hair, and saliva;
- On-site testing shall be administered only for pre-employment purposes; and
- Applicants and employees who receive confirmed positive drug test results shall have ninety (90) days from notice of their test results to request, in writing, a retest of their specimens. Applicants and employees shall be responsible for all reasonable expenses in connection with the retesting, including chain of custody and shipping expenses.

In accordance with 13 NCAC 20.0401, this Notice explains your rights and responsibilities under the N.C. Controlled Substance Examination Regulation Act ("CSERA") (Chapter 95, Article 20 of the N.C. General Statutes) and the corresponding administrative rules (Title 13, Chapter 20 of the N.C. Administrative Code).

- You may refuse this test; however, your job or employment opportunity may be in jeopardy.
- Although applicants may be screened by means of a "Quick Test," any positive results must be confirmed by an approved lab using gas chromatography with mass spectrometry (GS/MS) or equivalent scientifically accepted method before hiring decisions are made.
- Current employees cannot be screened by means of a "Quick Test."
- An approved laboratory must perform testing of samples.
- You can request a "re-test" of any positive sample. Retests must be of the same sample and must be paid for by the employee.
- You can file a complaint with the N.C. Department of Labor - Wage and Hour Bureau at (919) 807-2796 or 1-800-NC-LABOR if you believe procedural requirements of the CSERA were violated. The Department has no jurisdiction regarding an employer's requirement for controlled substance testing or its decisions regarding results of controlled substance testing