

## **OKLAHOMA ADDENDUM**

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

- "Test positive for alcohol" means to take an alcohol test that results in an alcohol concentration of .02 or more;
- Any drug or alcohol testing shall be deemed work time for purposes of compensation and benefits;
- If an applicant or employee requests a confirmation test within twenty-four (24) hours of receiving a positive test result, the applicant or employee shall pay all costs of the confirmation test, unless the confirmation test reverses the result of the challenged test. If the result of the challenged test is reversed, the Company shall reimburse the individual for the costs of the confirmation test; and
- Applicants and employees shall have the right to obtain information and records related to their drug and alcohol tests.