

## **OREGON ADDENDUM**

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

- On-site testing devices must be approved by the FDA, and all positive test results must be confirmed by a licensed clinical laboratory; and
- Employees are subject to alcohol testing through the administration of a breathalyzer test only if they consent to the testing or if the Company has reasonable suspicion to believe that they are under the influence of alcohol.