

## **RHODE ISLAND ADDENDUM**

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

- Employees are subject to post-accident drug testing only if the Company has reasonable suspicion that an employee's use of drugs is impairing his/her ability to perform his/her job;
- Employees shall not be subject to random drug testing, unless such testing is required by federal law;
- Employees who test positive for drugs shall not be terminated, but rather will be referred by the Company to a substance abuse professional ("SAP"), and shall be subject to return-to-duty and follow-up drug testing if such testing is recommended by the SAP. If an employee tests positive for drugs after he/she is referred to a SAP, he/she will be subject to appropriate disciplinary action up to and including termination of employment;
- No one shall be observed as they provide specimens;
- Employees who have positive test results shall have the opportunity to have their specimens retested by an independent laboratory, and shall have a reasonable opportunity to rebut or explain their results; and
- Test results shall be kept confidential, and positive test results may only be disclosed by the Company to employees who have a job-related need to know or to defend against any legal action brought by an employee against the Company.