

DRUG FREE WORKPLACE

POLICY

It is the policy of *Sygnetics Incorporated* to assure the establishment and maintenance of a drug-free workplace; thereby prohibiting the use, sale, dispensation, distribution, possession, and/or unlawful manufacturing of controlled substances on its premises or off Company premises while conducting company business.

The Company will take an active role in establishing a drug-free workplace and related awareness program to inform employees about: (1) the dangers of drugs in the workplace; (2) available drug counseling, rehabilitation and/or employee assistance programs; (3) all policies related to maintaining and fostering a drug-free workplace, and (4) possible penalties for drug abuse violations.

Employees must, as a condition of employment, abide by the terms of the policy and report any convictions under a criminal drug statute for violations occurring on or off Company premises. A report of a conviction must be made within five (5) days after such conviction. Equally important is the assurance that their dignity and privacy will be respected as fully as possible in reaching the Company's goals of maintaining a drug-free work environment.

This policy will apply to all *Sygnetics Incorporated* employees. Failure of any employee to comply with the provisions of this policy will necessitate immediate disciplinary action, which may result in the suspension and/or termination of employment with the Company.

DRUG FREE WORKPLACE

This is to certify that I, _____ have read and received a copy of the Sygnetics Incorporated DRUG FREE WORKPLACE POLICY.

Signature: _____ Date: _____

Return to Human Resources no later than ten (10) days from reporting date.