**Landscape Depot Inc. Drug Testing Policy**

Landscape Depot Inc. is a drug-free workplace. As such, we prohibit the use of nonprescribed drugs or alcohol during work hours. If the employee comes to work under the influence of drugs or alcohol or uses drugs or alcohol during work time, the employee will be disciplined in accordance to the policy up to an including termination.

Under Landscape Depot Inc.'s drug testing policy, all current and prospective employees must submit to the drug testing policy. Prospective employee’s will only be asked to submit to a test once a conditional offer of employment has been extended and accepted. An offer of employment by Landscape Depot Inc. is conditioned on the prospective employee testing negative for illegal substances.

Landscape Depot Inc.'s policy is intended to comply with all state laws governing drug testing and is designed to safeguard employee privacy rights to the fullest extent of the law.

Before being asked to submit to a drug test, the employee will receive a verbal notice on the day of the drug test as to make it random. Landscape Depot Inc. requires all employees to check on the application that the employee gives their consent for Landscape Depot Inc. to conduct a random drug test at any random moment. Any employee that does not give their consent to a random drug test will be subject to termination of their employment, or will not be hired upon the employee not agreeing to the random drug test. Landscape Depot Inc. works with customers that require us to have Workers Compensation Insurance, which requires us to conduct drug testing of employees. Upon being hired each employee is given the company policy on drug testing requirements.

Any drug testing required or requested by Landscape Depot Inc. will be conducted by a laboratory licensed by the state, or done internally by testing kits by management. All expenses related to the test will be incurred by the company.

If the employee receives notice that the employee's test results were confirmed positive, the employee will be given the opportunity to explain the positive result. In addition, the employee whose test comes back positive will be suspended and will not be able to work until employee does another test that comes back negative. Also, the employee may be fired for the positive results of a test due to that Landscape Depot Inc. is a drug-free workplace where any illegal substance use will not be tolerated.

If there is reason to suspect that the employee is working while under the influence of an illegal drug or alcohol, the employee will be suspended [with or without] pay until the results of a drug and alcohol test are made available to Landscape Depot Inc. Where drug or alcohol testing is part of a routine physical or random screening, there will be no adverse employment action taken until the test results are in.

All testing results will remain confidential. Test results may be used in arbitration, administrative hearings and court cases arising as a result of the employee's drug testing. Results will be sent to federal agencies as required by federal law. If the employee is to be referred to a treatment facility for evaluation, the employee's test results will also be made available to the employee's counselor