

**JWC SPECIALTIES, INC. IS A PROUD
PARTICIPANT IN THE TENNESSEE DRUG FREE
WORKPLACE PROGRAM**

Purpose

JWC Specialties, Inc. is committed to providing a safe and productive work environment. We also expect our employees to report to work each day fit to perform their jobs. To meet these objectives, as well as our obligations under applicable federal and state laws, we must take a firm and positive stand against substance abuse. This policy is intended to ensure a drug-free work environment for the benefit of our employees and customers.

Policy Statement

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance while on JWC Specialties' premises or in the performance of services for JWC Specialties, Inc. is strictly prohibited.

As a condition of continuing employment with JWC Specialties, Inc., each employee must:

1. Abide by the terms of Tennessee Drug Free Workplace Program (complete program contents readily available upon request. Copies are also posted around the office);
and
2. Notify JWC Specialties, Inc. of any criminal drug statute conviction for a violation occurring in the Company's workplace no later than five days after such conviction.
3. Consent to Pre-employment, job specific, random and reasonable suspicion drug screening.

Any violation of this policy will result in either discipline, up to and including discharge, and/or a requirement of satisfactory participation in a drug abuse assistance or rehabilitation program, depending on the nature and seriousness of the offense.

Drug-free Awareness Program

To assist in ensuring compliance with Tennessee's Drug-free Workplace Program, we have established a Drug-free Awareness Program to inform employees about:

1. The dangers of drug abuse in the workplace;
2. The Company's policy of maintaining a drug-free workplace;
3. Any available drug counseling, rehabilitation, and employee assistance programs; and
4. The penalties that may be imposed upon employees for drug abuse violations.

Participation in our Drug-free Awareness Program by all employees is mandatory.

Reservation of Rights

The Company reserves the right to interpret, modify, or expand upon this policy in whole or in part, with or without notice. Nothing in this policy alters an employee's at-will status.

Acknowledgment and Consent

I hereby acknowledge having received a copy JWC Specialties, Inc. Drug-free Workplace Policy. I agree, without reservation, to abide by the policy.

Date:

Employee's Signature

Employee's Name (Printed)