

The Bledsoe Group

SUBSTANCE ABUSE PREVENTION PROGRAM

NOTICE TO APPLICANTS

Bledsoe Construction, Inc. has a Substance Abuse Prevention Program which prohibits the possession, distribution, use, consumption or being under the influence of alcohol, illegal and unauthorized drugs in order to provide a safe and healthful environment for our employees, our customers, suppliers, visitors, and members of the general public.

One of the requirements for consideration of employment with Bledsoe Construction, Inc. is the satisfactory passing of a pre-employment/applicant Substance Abuse test or the passing of a post-employment/applicant drug test within 60 days of employment or reemployment. Pre-employment/applicant or post-employment/applicant testing will be utilized at the Company's discretion.

Applicants who test positive will be dropped from consideration of employment. Employees who test on a post-employment/applicant basis, and who test positive will be terminated from employment due to misconduct. These individuals will not be given the option of referral to the Employee Assistance Program and return to work as outlined on page 23 of the Bledsoe Employee Handbook.

Those individuals who have tested positive on a pre-employment/applicant or post-employment/applicant basis will be eligible to reapply for employment with Bledsoe Construction, Inc. after six (6) months.

Employees of Bledsoe Construction, Inc. must comply with the Company's Substance Abuse Prevention Program which includes: pre-employment/post employment testing, post accident/incident, random, and for cause/reasonable suspicion testing.

The Company's drug testing policy is contained in our Employee Handbook which is available for review by prospective employees upon request.

APPLICANT SIGNATURE

DATE