

## *Drug Free Workplace*

To maintain a drug free workplace, the manufacturing, dispensing, distributing, possession or use of a controlled substance or alcohol on Company property or any customer site is prohibited. Reporting to work under the influence of alcohol or any medically unauthorized narcotic or drug, or using or selling drugs on Company premises or while on Company business can result in disciplinary action up to and including immediate discharge.

RCM reserves the right to test employees, without prior notice, for substance abuse with cause, after an incident.