

OVERVIEW

In order to uphold the highest of standards in associate and patient safety and care, the following policies have been put in place to insure a drug-free workplace.

SECTION A

Amerimed requires that every newly hired associate be free of alcohol and/or illicit drug use. Each offer of employment shall be contingent upon the associate passing of a blood and/or urine test for alcohol and drugs. Applicants with adverse pre-employment drug screenings will not be hired.

All associates who drive company vehicles and/or have direct contact with our customers and patients, either in writing, phone or in person, may be required to submit to annual, or random, drug testing as well as a background and MVR check. Urine, saliva and/or blood tests may be used for detection of alcohol and/or drugs in compliance with policy.

Any employee taking a legal drug, other prescribed medication, or supplement that is known to affect or impair judgment or work performance must notify their supervisor or manager prior to reporting to work as they will not be authorized to work while under the influence of the drug or medication causing any impairment. Prior to being authorized to return to work, the employee will be asked to provide a physician's authorization to return to work once the medication dosage has been exhausted.

Whenever our standard policy requires an associate to undergo a physical exam, that examination will include a urine, saliva, and/or blood test or Reasonable Suspicion screening for alcohol and drugs. An associate who tests positive for alcohol or drugs during such a physical exam will be in violation of this policy.

SECTION B

Amerimed may conduct random drug testing at its discretion, with or without cause. Testing may be performed on or off site at the expense of the company. Any associate who refuses to submit their specimen at the time it is requested may be subject to immediate termination of employment. Any associate with a non-negative test result may be subject to immediate termination. It will be the sole discretion of the OCE as to whether or not an associate is eligible for outside counseling and/or treatment in order to maintain their employment status. It is also at the sole discretion of OCE to determine whether or not a Last Chance agreement will be required to be executed by the employee as a condition of continued employment.

SECTION C

Use of Marijuana or Marijuana-Based Products:

Many states have legalized the use of marijuana for recreational or medical use, however marijuana is still illegal under federal law. Employees who are in "safety-sensitive" positions, including ambulance personnel, personnel who drive company vehicles, and others, are not permitted to use

marijuana. Amerimed does not, and is not required to accommodate any use of marijuana by employees at the workplace for employees who perform safety-sensitive positions. In addition, no employee may be under the influence of any intoxicating substance, including marijuana, while working.

Cannabidiol (CBD) and other Marijuana based products are not regulated by the Food & Drug Administration (FDA). These products may contain tetrahydrocannabinol (THC), which is the psychoactive ingredient found in Marijuana. Because these products are not regulated by the FDA, the labeling on these products may not be accurate and may contain levels of THC that can cause impairment. Employees must be aware that their use of these products may impact their performance and safety. Additionally, employees in safety-sensitive positions who test positive for the presence of THC due to their use of CBD products will be disciplined and/or terminated consistent with this policy.

In states where testing for marijuana and marijuana-based products is illegal, or where taking employment actions against employees is not allowed unless there is a showing of the employee being under the influence while performing job functions, Amerimed will determine impairment via the Reasonable Suspicion Checklist . Any employee found to be impaired while at work will be subject to discipline up to and including immediate termination.

SECTION D

Amerimed reserves the right to inspect the property and person of any individual on company property at anytime. This right includes, but is not limited to the inspection of parcels, packages, purses & bags, lunch boxes, briefcases, lockers, work stations and desks.

Whenever Amerimed suspects that an associate's work performance or on-the-job behavior may have been affected in any way by alcohol or drugs, management may search the associate, company vehicles used by the associate, the associate's desk, the associate's locker, or other company property under the control of the associate, as well as the associate's personal effects on company property, or other property being utilized by the company.

SECTION E

Applicants and associates subject to testing must sign, prior to testing, an approved form consenting to the testing and consenting to the release of the test results. All reports will be sent to Administrative Services of Amerimed and may be subject to review by senior management.

All information, including drug-testing collection, medical records, and test results, will remain confidential and kept separately in a medical file. The release of any drug-testing information will be on a strict need-to-know basis. Release of records will occur only if required by law or with the written consent of the employee or if permitted under other company policies.

Amerimed offers assistance to employees who suspect they have a substance abuse problem so long as help is requested prior to an incident or positive drug test. Full details of this program can be found here: 1.19.5 Substance Abuse

At the sole discretion of OCE, Amerimed may offer employees who are in violation of this policy an opportunity for a Last Chance related to substance abuse. When a Last Chance offer is extended

by Amerimed, it must be agreed to and signed by the employee to be valid and accepted, otherwise the employee remains subject to discipline up to and including termination.

Amerimed will comply with all Federal, State, and local statutes, rules, and regulations related to operation of mobile health services, including reporting non-negative alcohol and/or drug tests for any licensed personnel to the appropriate regulatory authorities as required.