

reaction time, reduced concentration, distorted vision and depth perception, is slower in making decisions, often drives slower than the speed limit, is unable to correctly measure distance and time, and has impaired short-term memory.

Some of the symptoms and signs of marijuana use are:

| | | |
|------------------------|-----------------|----------------|
| Short-term memory loss | reddened eyes | moodiness |
| Increased appetite | slowed thinking | loss of memory |
| Increased heart rate | dilated pupils | |

Some visible signs noted for the presence of marijuana are:

| | | |
|-------------|---|--------------------------|
| Roach clips | bongs | Cigarette rolling papers |
| Small pipes | one hitters (usually metal - slim tubular device) | |

The active ingredient in marijuana (THC) is stored in the body fat and could be retained for days or weeks, depending on the quality of the drug, the tolerance of the user and the dosage or amount taken. Marijuana and alcohol together will magnify the effects of both many times. Chronic marijuana smoking could cause severe irritation of the lungs, heart problems, reduced immune system and possible brain damage.

Phencyclidine - It was developed originally as an anesthetic but was taken off the market because it sometimes caused hallucinations. The most common street names for phencyclidine are "PCP", "angel dust," "crystal" and "tea". Phencyclidine is sold in various forms, mainly as a white, off-white or brown crystal-like powder, tablet or capsule. It can be ingested by mouth, snorted or injected intravenously. It can also be smoked when combined with marijuana or tobacco. A person using phencyclidine is more than likely to experience impaired coordination and dulled senses, a sense of power, drowsiness, aggressive behavior, hallucinations and blurred or double-vision. In some cases a person could even experience convulsions, coma, ruptured blood vessels in the brain, heart and lung failure, or even death.

Some of the symptoms and signs of phencyclidine use are:

| | | |
|----------------------|--------------------------|------------|
| Confusion | increased blood pressure | anxiety |
| Panic | dizziness | drowsiness |
| Hallucinations | disorientation | sweating |
| Increased heart rate | aggressive behavior | |

Some of the signs for the presence of phencyclidine are:

| | | |
|--|----------|----------|
| Needles | capsules | syringes |
| Plastic packets with powdery substance | tablets | |

Phencyclidine is water soluble but still could be retained in the body's system for days, depending on the quality of the drug, the tolerance of the user and the dosage or amount taken. P and alcohol together is dangerous and could cause an overdose. Chronic Phencyclidine use could cause hallucinations, psychosis, convulsions, coma or possible death.

Cocaine - Cocaine comes from the leaves of coca plants. Some common street names for cocaine are "coke," "crack," "rock," "snort," "toot," "blow," and "snow." Cocaine can be snorted, injected intravenously, smoked or free-based (heating the cocaine and inhaling the vapors). Cocaine stimulates the body's central nervous system. Psychological dependence on the drug can be high with repeated use. A person using cocaine is more than likely to experience impatience, anger, over stimulated reflexes, distorted vision and depth perception, slow reaction time and false sense of security and alertness. In some cases, a person could even experience seizures, heart attacks, convulsions, hallucinations and death.

Some of the symptoms and signs of cocaine use are:

| | | |
|--------------------------|----------------|--------------|
| Dilated pupils | nose bleeds | paranoia |
| Irritability | runny nose | needle marks |
| Increased blood pressure | hallucinations | restlessness |
| Talkativeness | anxiety | weight loss |
| Depression | nervousness | |

Some of the signs for the presence of cocaine are:

| | | |
|-----------------------------|-----------------------|-----------------------|
| Small spoons | mirrors | needles |
| Small plastic bags or vials | syringes | small drinking straws |
| Razor blades | rolled paper currency | small butane torch |

Cocaine is water soluble but still could be retained in the body's system for several days, depending on the quality of the drug, the tolerance of the user and the dosage or amounts taken. Cocaine causes the most mental dependency of any known drug. Cocaine and depressants, taken together, can be very dangerous or even fatal. Intravenous users have a high risk of contracting liver disease, tetanus, serum hepatitis and AIDS from the use of needles. Chronic cocaine use could cause seizures, heart attacks, strokes, convulsions, depression or death.

Amphetamines- Amphetamines are manufactured central nervous system stimulants used most often by individuals to stay awake. Psychological dependence on the drug can be high with repeated use. Some common street names for amphetamines are "speed," "crank," "meth," "crystal," "diet pills," "bennies" and "uppers." In pure form, amphetamines are yellowish crystals in which some are made

into tablets, pills or capsules. Amphetamines can be ingested in tablet, pill or capsule form, snorted, or injected intravenously if in powder or liquid form. A person using amphetamines is more than likely to experience delayed reaction time, over stimulated reflexes, anxiety, irritability, distorted vision and depth perception, and a false sense of security and alertness.

Some of the symptoms and signs of amphetamine use are:

| | | |
|------------------|----------------|--------------------------|
| Loss of appetite | paranoia | weight loss |
| Sweating | dilated pupils | increased blood pressure |
| Dry mouth | talkativeness | sleeplessness |
| Nervousness | needle marks | depression |
| Hallucinations | anxiety | |

Some of the signs for the presence of amphetamines are:

| | | |
|-----------------------------|--------------------|-----------------------|
| Pills | small butane torch | tablets |
| Rolled paper currency | capsules | small drinking straws |
| Small plastic bags or vials | razor blades | needles |
| Syringes | | |

Amphetamines are water-soluble, but still could be retained in the body's system for several days depending on the quality of the drug, the tolerance of the user and the dosage or amount taken. Chronic amphetamine use could cause physical collapse, delusions, hallucinations, brain damage, heart damage, toxic psychosis or death.

Opioids - Some opioids come from the seed pod of the Asian poppy. Other opioids are synthesized or manufactured. Psychological dependence can be high with repeated use. Some common street names are "horse," "junk," "smack," "downers," "M," "yellow jackets," "blues" and "ludes." Opioids are in many different compounds and forms. The most common are the pills, tablets or capsules. Other compounds and forms are in liquid or powder form. Opioids can be injected, smoked or injected intravenously. A person using opioids is more than likely to experience distorted sense of time and distance, slowed reflexes, difficulty focusing, drowsiness and little or no concentration.

Some of the symptoms and signs of opioid use are:

| | | |
|-------------|----------------------|--------------------|
| Nausea | needle marks | loss of appetite |
| Confusion | drowsiness | cold or moist skin |
| Depression | short attention span | reduced pain |
| Memory loss | constricted pupils | sweating |
| Diarrhea | vomiting | |

Some of the signs for the presence of opioids are:

| | | |
|---------------|--------------|--------------|
| Pills | bottle caps | tablets |
| Small packets | capsules | eye droppers |
| Needles | small spoons | syringes |

Opioids are water soluble, but still could be retained in the body's system for one to several days, depending on the quality of the drug, the tolerance of the user and the dosage or amount taken. Opioids taken with alcohol and other depressant drugs magnify the effects of the opioids and could lead to overdoses. Intravenous users have a high risk of contracting liver disease, tetanus, serum hepatitis and AIDS from the use of needles. Chronic opioid use could cause loss of consciousness, convulsions, coma or death.

Alcohol - Some common street names for alcohol are "booze," "juice," "brew," "sauce" and "hooch." As a rule, a drink or two will create a feeling of well-being. What determines the rate of metabolism in the body and how fast it dissipates the alcohol depends on the altitude, the individual's body weight, metabolism, stomach content, gender, and whether the individual is sick or healthy, rested or tired. After the first drink or two, impairment begins, depending on the factors stated above. When the individual consumes alcohol that produces physical or mood-altering effects, it becomes a substance of abuse. A person using alcohol is more than likely to experience blurred or distorted vision, impaired reaction time, impaired judgment, anger, nausea, drowsiness and aggressiveness.

Some of the symptoms and signs of alcohol use are:

| | | |
|----------------|--------------|-----------------------|
| Slurred speech | hostility | odor on breath |
| Insomnia | flushed skin | loss of concentration |
| Glazed eyes | unsteadiness | blackouts |
| Memory loss | drowsiness | incoherence |

Chronic alcohol use could cause brain damage, neurological damage, liver damage, pancreas and kidney damage, heart problems, strokes, cancer, coma, toxic psychosis and possible death.

Section 10 - DISCIPLINARY ACTION OPTIONS (Circle the Option that will apply for a driver who has violated a drug and/or alcohol violation. Also, circle the Option on who will pay for the DOT return to duty and follow up testing.)

OPTION 1 (if the driver violates a drug or alcohol regulation, they are terminated) - The employer will provide the driver who has violated a drug and/or alcohol regulation with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. **The employee will be terminated.**

If the employer chooses to rehire the employee for safety-sensitive functions, the employee must follow the procedures outlined in 49 CFR Part 40. The driver must test negative on a return to duty drug test and/or less than 0.02 on a breath alcohol test before returning to safety-sensitive functions. The employer shall conduct follow up testing on the employee as specified in SAP follow up evaluation letter. The employer will ensure that the return to duty and all follow up drug collections are conducted under direct observation.

OPTION 2 (if the driver violates a drug or alcohol regulation a second time, they are terminated) - The employer will provide the driver who has violated a drug and/or alcohol regulation the first time with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. The employee must follow the procedures outlined in 49 CFR Part 40. The driver must test negative on a return to duty drug test and/or less than 0.02 on a breath alcohol test before returning to safety-sensitive functions. The employer shall conduct follow up testing on the employee as specified in SAP follow up evaluation letter. The employer will ensure that the return to duty and all follow up drug collections are conducted under direct observation.

The employer will provide the driver who has violated a drug and/or alcohol regulation a second time with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. **The employee will be terminated.**

OPTION 3 (if the driver violates a drug or alcohol regulation a third time, they are terminated) - The employer will provide the driver who has violated a drug and/or alcohol regulation the first time with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. The employee must follow the procedures outlined in 49 CFR Part 40. The driver must test negative on a return to duty drug test and/or test less than 0.02 on a breath alcohol test before returning to safety-sensitive functions. The employer shall conduct follow up testing on the employee as specified in SAP follow up evaluation letter. The employer will ensure that the return to duty and all follow up drug collections are conducted under direct observation.

The employer will provide the driver who has violated a drug and/or alcohol regulation a second time with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. The employee must follow the procedures outlined in 49 CFR Part 40. The driver must test negative on a return to duty drug test and/or test less than 0.02 on a breath alcohol test before returning to safety-sensitive functions. The employer shall conduct follow up testing on the employee as specified in SAP follow up evaluation letter. The employer will ensure that the return to duty and all follow up drug collections are conducted under direct observation.

The employer will provide the driver who has violated a drug and/or alcohol regulation a third time with names and phone numbers of SAP networks that will offer qualified SAPs available geographically to the employee. **The employee will be terminated.**

OPTION 1 - All costs associated with the SAP evaluations, rehabilitation, return to duty testing and follow up testing will be the responsibility of the driver. The return to duty and follow up testing costs shall be pre-paid by the employer, to be immediately reimbursed by the driver.

OPTION 2 - All costs associated with the SAP evaluations and rehabilitation will be the responsibility of the driver. The return to duty and follow up testing costs shall be paid by the employer.

THIS IS NOT AN EMPLOYMENT CONTRACT