



Substance Abuse and Testing Program Policy

Dear Valued Owner/Operator:

Deer Valley Trucking Inc., requires each driver be entered into our random drug pool as required by D.O.T and non-D.O.T.: As per your signed Owner/Operator Agreement:

6. Regulatory Compliance. Contractor recognizes that Carrier's separate and distinct business of providing motor carrier freight transportation service to the public is subject to regulation by the federal government acting through the DOT, and by various other federal, state, local, and foreign governing bodies. Accordingly, Contractor shall adhere to and perform the following provisions to aid Carrier in discharging Carrier's legal duties.

d. Drug and Alcohol Testing. Contractor and its drivers shall, as required by 49 C.F.R. § 382.103, comply with Carrier's Drug and Alcohol Policy. Violation of Carrier's Drug and Alcohol Policy, or positive tests for prohibited drugs or alcohol, shall immediately disqualify Contractor's driver.

Deer Valley recognizes a responsibility to help provide a safe and productive work environment and to minimize the public safety risks of our operations. The possession, use, consumption, manufacture, distribution, purchase, or sale of illegal drugs and/or alcohol relating to any Company operations is strictly prohibited. Those who violate the provisions of this policy are subject to disciplinary action, up to and including termination.

A pre-employment drug screening will also be required of all Owner/Operator drivers, which automatically enters the individual into our random drug pool.

Drug testing will be carried out with appropriate concern for security, personnel privacy and testing accuracy. However, if the testing laboratory determines that a urine sample has been substituted, switched or altered by the individual, or if a driver/employee refuses to submit a sample to be tested, these will be grounds for immediate termination. All actions taken under this policy with respect the confidentiality of the driver/employee and all information relative to the administration of this policy will be communicated only to relevant parties on a "need to know" basis. However, positive results and related documents may be released in an administrative or legal proceeding as appropriate. Individuals tested, may upon request, receive a copy of their results by contacting Deer Valley HR Manager @ DVHR@dvtruck.com. This policy applies to and is distributed to all Owner/Operators and Deer Valley Employees. Direct any questions regarding this policy to Deer Valley HR Manager @ DVHR@dvtruck.com.

3900 SOUTH AMERICAN WAY
IDAHO FALLS, ID 83402
PH: (208) 881-0202

310 AIRPORT RD #700
WILLISTON, N.D. 58801
PH: (701) 572-5883



Owner/Operators are required to provide this policy to each employee and obtain the attached signed policy acknowledgement of receipt that has been placed in the employee's drug testing file. Copies of each are required to be submitted to Deer Valley Trucking, Inc. via fax 208-881-0338 or email DeerValley@dvtruck.com.

Acknowledgement of Receipt

I attest to receipt of the Deer Valley Trucking, Inc. Substance Abuse and Testing Program Policy:

Dated: _____

Printed Name: _____

Signed: _____

Owner/Operator Company Name: _____

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