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SUBSTANCE ABUSE POLICY STATEMENT

After Hours Computing, Inc. strives to provide a safe work environment and encourages personal health. In regard to this, this company considers the abuse of drugs or alcohol on the job to be an unsafe and counterproductive work practice. Furthermore, we see substance abuse as a serious threat to our staff and customers. With these objectives in mind, the company has established the following policy with regard to the use, possession, or sale of alcohol or illegal drugs at work.

It is the policy of After Hours Computing, Inc. that any employee, independent contractor, or consultant that is involved in the use, manufacture, or sale of illegal drugs is incompatible with this company. As such, any employee, independent contractor, or consultant who is even suspected of being involved in this activity will immediately be terminated under the "At Will" employment policy of this company and the State of Florida. Determination of suspicion will be at the sole discretion of the General Manager whose decision will be final.

It is the policy of After Hours Computing, Inc. that any employee, independent contractor, or consultant that consumes alcohol during working hours is incompatible with this company. As such, any employee, independent contractor, or consultant who is even suspected of using alcohol during working hours will immediately be terminated under the "At Will" employment policy of this company and the State of Florida. Determination of suspicion will be at the sole discretion of the General Manager whose decision will be final.

It is the policy of After Hours Computing, Inc. that drugs prescribed by a physician or those that may be purchased "over the counter" may be taken during working hours. Any employee, independent contractor, or consultant who needs to take medication that may affect their job performance must immediately notify the General Manager. Failure to notify the General Manager of this shall result in immediate termination under the "At Will" employment policy of this company and the State of Florida. Determination of immediate notification will be at the sole discretion of the General Manager whose decision will be final.

It is the policy of After Hours Computing, Inc. that abuse of prescription drugs will not be tolerated. Determination of abuse is at the sole discretion of the General Manager whose decision will be final. Any employee, independent contractor, or consultant who is suspected of abusing prescription drugs will immediately be terminated under the "At Will" employment policy of this company and the State of Florida. Determination of suspicion will be at the sole discretion of the General Manager whose decision will be final.

Carroll S. Levison
General Manager