

Perform Air International Inc.
Quality System Manual
Policy QSM.16: Drug & Alcohol Policy

Revision	Revision Date	Revision Change
N/I	02/08/10	Initial Release/Re-release
1	11/15/2023	Added form 62.12 statement

It is the policy of Perform Air International, Inc. to adhere to the following drug & alcohol policy:

All employees employed at Perform Air International Inc. are subject to random drug testing. Perform Air International Inc. is compliant with 49 CFR part 40 for all DOT, safety sensitive functions. All employees who are not employed in safety sensitive functions are subject to random drug testing via the non-DOT program.

The company has a long-standing commitment to maintain the highest standards for employee safety and health and the use of controlled substances is contrary to these high standards.

This policy is also to bring the company into compliance with federal law. The purpose of the anti-drug plan is to reduce accidents that result from the use of controlled substances, thereby reducing fatalities, injuries, and property damage.

The presence in the body of prohibited substances is not condoned.

The company has implemented Drug Testing Regulations as set forth *in the current revision of* 49 CFR Part 40 of the Federal Register, and Procedures for Transportation Workplace Drug Testing Program Review of the Federal Aviation Administration. *All applicants must complete Form 62.12 regarding prior DOT mandated drug test.*

Implementation of this anti-drug plan may be amended at any time by the company or as required by DOT/FAA.

Any employee of Perform Air International Inc. subject to the random drug-testing program who records a Positive result will immediately be terminated.

Perform Air International Inc. will not pay for the evaluation by the Substance Abuse Professional or any of the follow-up sessions required or set forth by the Substance Abuse Professionals Evaluation Results.