

Perform Air International Inc.
Quality System Manual
Policy QSM.18: Pre-employment and Federal Drug Testing Disclosure Policy

Revision	Revision Date	Revision Change
N/I	02/08/10	Initial Release/Re-release
1	12/31/10	Grammar error found on page 2
2	02/13/12	Revision to Policy

It is the policy of Perform Air *International* Inc. and Federal regulations *which* require pre-qualification through drug testing for employment in, or transfers into a safety-sensitive position. Applicants and reassigned employees shall submit to pre-employment drug testing. An applicant will not be hired nor will an employee be reassigned to a covered job function until the company has been notified of a negative test result.

The safety-sensitive job functions covered under Federal regulations are:

Flight Crewmember	Maintenance and Preventive Maintenance Personnel
Flight Attendant	Ground Security Coordinator
Flight Instructor	Aviation Screeners
Aircraft Dispatcher	Air Traffic Controllers

Federal drug testing is conducted to detect any of the following drugs or classes of drugs:

Marijuana	Phencyclidine (PCP)
Cocaine	Amphetamines / Methamphetamines
Opiates	

Federal drug testing requires the following types of drug tests:

Pre-employment	Post-Accident
Periodic	Reasonable Cause
Random	Return to duty and Follow-up testing

Illegal drug use and/or alcohol misuse will result in consequences for employees who have a verified positive drug or alcohol test result, who use drugs or alcohol while performing a safety-sensitive function or who refuse to submit a required drug or alcohol test.

Federal Regulatory Sanctions:

1. Removal from the safety-sensitive position and referral to a substance abuse professional (SAP) for evaluation after a verified positive drug or alcohol test result or refusal to a test.
2. Permanent disqualification from service after two (2) verified positive drug test results or two (2) verified positive alcohol test results (not one (1) of each).

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3. Permanent disqualification from service for using drugs or alcohol while performing a safety-sensitive function.
4. Part 67 medical certificate holders will be reported to the FAA Federal Surgeon after a verified positive drug or alcohol test result.
5. Part 61, 63 and 65 certificate holders will be reported to the FAA Airmen Certification branch for refusing to submit to a FAA required drug or alcohol test.

Although the above represent the Federal Regulatory Sanctions, it is the policy of Perform Air International Inc. to terminate any employee *that* has a confirmed positive drug test.

Rehabilitation and Assistance Resources

A list of rehabilitation and assistance providers can be obtained by contacting the Human Resources department.