



A UAS HOLDINGS COMPANY

TAG Aero, L.L.C. supports a drug free workplace and follows the FAA Regulations. All new and current employees are drug tested for the following: 1. Marijuana, 2. Cocaine, 3. Opiate, 4. Phencyclidine, 5. Amphetamines.

Drug and Alcohol Policy

On duty use of a prohibited substance and/or alcohol:

If an employee covered under our FAA Approved Anti-Drug and Alcohol Program is determined to be under the influence of a prohibited substance and/or alcohol, he/she will be permanently precluded from performing that safety sensitive function for the employer.

One verified positive drug and/or alcohol test:

If an employee is determined to have one verified positive drug and/or alcohol test, he/she will be removed from the safety sensitive function he/she was performing and will be referred to a substance abuse professional at the employee's expense. If the individual holds an Airmen Certificate under FAR Part 65, he/she will then be reported to the FAA Drug Abatement Division at the address listed below. One verified positive drug and/or alcohol test may be cause for immediate termination of employment.

Two verified positive drug and/or alcohol test:

If an employee has two verified positive drug and/or alcohol tests, then he/she will be permanently precluded from performing the safety sensitive function they were performing at the time of the second verified positive. This applies to both those who were determined to need rehabilitation and those who did not go through rehabilitation.

Refusal to submit a drug test:

Any safety sensitive employee who holds an Airmen Certificate under FAR Part 61, 63 and 65 who refuses to submit a random, post-accident, reasonable cause, or follow-up test will be reported to the FAA. The FAA can take action to deny, suspend, or revoke the person's certification.

The refusal will be reported immediately to:

FAA Aviation Drug Abatement Division
AAM 810
Room 803
800 Independence Avenue SW
Washington, DC 20591