



CONCRETE CONSTRUCTION INC.SM
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PROARPOL 2006.wpd

PROHIBITED ARTICLES POLICY - 2007

It is the policy of this Company to maintain a working environment that is both safe for our employees and others having business with or working in conjunction with the Company. Our work areas must be conducive to high work standards. This Policy restricts certain items and substances from being brought on or being present on Company premises, prohibits Company employees and others working on Company premises from reporting for work or from working with detectable levels of certain drugs and other substances, and prohibits the unauthorized possession by employees or others of property and equipment belonging to the Company, or employees or clients of the Company.

COMPANY PROPERTY

The terms "Company premises" or "Company property", for the purposes of this Policy, include all property that is owned, leased, used or under the control of S D C, its affiliates and subsidiaries (including the job-site of a client) including, but not limited to, structures, buildings, offices, facilities, installations, vehicles of all types including automobiles and trucks, boats and aircraft.

PROHIBITED ARTICLES

Items and substances covered by this Policy include alcoholic beverages, weapons, explosives, firearms and ammunition, illegal and illicit drugs, including marijuana, mood-or mind-altering substances, "look-alike" substances, designer and synthetic drugs, certain inhalants and prescription drugs and "over-the-counter" medications (except as hereinafter noted).

Equipment, paraphernalia and literature related to illegal drug or substance use are also prohibited.

Theft, conversion, misappropriation or unauthorized removal, possession or use of property or equipment belonging to the Company, other employees or clients, including but not limited to, materials, tools, documents and proprietary information, is prohibited.

Employees and others covered by this Policy, may maintain on Company premises prescription drugs and "over-the-counter" medications provided:

1. The drugs have been prescribed by a doctor for the person in possession of the drugs.
2. The drugs are kept in their original container from the pharmacy.
3. A "Prescription Medication Form" for the medication is signed by the employee and appropriate Supervisor with a copy on file at the appropriate Contractors job-site if applicable.
4. The prescription was filled by a registered pharmacist within the last twelve months for the person possessing the medication.

PENALTIES FOR VIOLATING POLICY

Any person found using, possessing, selling, distributing or transporting any of the items or substances prohibited by this Policy, or who refuses to submit to search, urine and/or blood analysis, or other detection procedure, shall be removed from Company property and be subject to disciplinary action which may include termination of employment.

Any person who, as a result of drug testing and screening, is found to have identifiable traces of a prohibited drug or substance in his/her system, regardless of when or where the drug or substance entered that person's system, will be considered in violation of this Policy, will be removed from Company premises and will be subject to disciplinary action, including termination of employment.

All Subcontractor personnel and other third parties on Company premises will be subject to this Policy. Any such individual found in violation of this Policy will be subject to removal from the premises. Violation of this Policy by Subcontractor employees may also cause cancellation of the contract between S D C and such Subcontractor and may result in the Subcontractor losing the right to do business with S D C.

Confiscated prohibited items and substances will be delivered to law enforcement authorities, where appropriate.

POLICY ENFORCEMENT

Because of the importance of this Policy, the Company will from time to time take steps to ensure that it is being followed. The steps may include the following:

1. Reasonable unannounced searches of Company premises and personal searches of employees and others on the premises, including, but not limited to, personal; effects, vehicles, lockers, desks, tool boxes, clothing, meal containers, and baggage of such persons. Said searches will be performed by authorized personnel and could include the use of scent-trained dogs.

2. Urine and/or blood drug-screening tests, spot check or otherwise, or other investigative examinations of anyone on Company property, at the request of the Company.

3. Urine and/or blood drug-screening analysis of Company personnel, and others on Company property, who are involved in a job-related accident that requires medical treatment (other than minor onsite first aid) or involves damage to Company property, including, but not limited to automobiles, trucks and other equipment. All persons within the immediate vicinity of the incident may be subject to having their urine and/or blood tested and screened.

4. Urine and/or blood drug screening tests for all new-hire employees.

5. Require all Subcontractor personnel and other third parties on Company premises to comply with this Policy.

6. Retest of employees who have been on leave or furlough for longer than thirty (30) days.

7. Random drug screening within six (6) months of all employees who have completed a rehabilitation program.