



DRUG FREE WORKPLACE POLICY

Each location managed by Granite Hospitality has a responsibility to all of its employees to provide a safe workplace and a responsibility to the public to ensure that their safety and trust in the Restaurant are protected. Therefore, we prohibit the following behavior by employees on location premises or performing company business at any location:

1. Use of illegal drugs or prescription drugs obtained illegally.
2. Abuse of legal (prescription or over-the-counter) drugs.
3. Sale/purchase/transfer/manufacture/possession of controlled substances.
4. Arrival for work, or working under the influence of drugs. "Under the influence" means the presence of an illegal drug or controlled substance in the hair or body fluids at levels of detection above the lowest cutoff levels established by the analytical methods of the Company's testing laboratory.

Violation of this policy will result in reassignment, discipline or discharge, or the Restaurant, in its sole discretion, may allow an employee who tests positive for drugs a single opportunity to complete an approved rehabilitation program. Employees who fail to complete such a rehabilitation program or who test positive for drugs a second time will be discharged. A drug-screening test can be an effective means by which to identify those in need of counseling, treatment, or disciplinary action. The Company reserves the right to engage in other means besides drug screening tests to detect the use or possession of controlled substances such as workplace searches.

Drug testing of employees may be conducted under the following circumstances:

1. When an employee's supervisor has reasonable suspicion that the employee is intoxicated or has used drugs or alcohol. "Reasonable suspicion" is based on articulable observations sufficient to lead a prudent supervisor to suspect that the employee is impaired or under the influence of drugs (including but not limited to, slurred speech, inability to walk a straight line, erratic behavior, etc.)
2. When an employee is found in possession of suspected controlled substance or alcohol or when suspected illegal drugs are found in an area controlled or used exclusively by the employee, such as an employee's locker, desk or workspace.
3. Following an accident, or an incident in which safety precautions were violated or unusually careless acts were performed.

A refusal to submit to drug testing procedures or a failure to cooperate with the implementation of this policy and the location's efforts to maintain a drug free workplace may result in discipline, up to and including discharge. A complete copy of this Policy is posted on the employee bulletin board.