

Company Drug Abuse Policy Statement

Company Name Sundog Charters, LLC
is committed to a drug-free policy.

This company is committed to the strict enforcement of United States Coast Guard and U.S. Department of Transportation regulations applicable to vessels licensed to carry passengers or engaged in commercial service. These regulations prohibit the use, sale, distribution, manufacture, or possession of illegal drugs or drug paraphernalia. This policy is designed to protect public safety by testing for substances at or above threshold levels of metabolites including, but not limited to, those listed below:

Amphetamines (amphetamine, methamphetamine, MDMA, MDA)	250 ng/mL
Benzoylcocaine (Cocaine)	100 ng/mL
Cannabinoids (Marijuana)	15 ng/mL
Opioids	
Codeine, Morphine	
Heroin	2000 ng/mL
Oxycodone, Oxymorphone	10 ng/ml
Hydrocodone, Hydromorphone	100 ng/ml
Phencyclidine (PCP)	300 ng/mL
	25 ng/mL

We also recognize that while alcohol is a legal substance, performance of safety-sensitive functions is prohibited:

1. While having a breath alcohol concentration of 0.04 percent or greater as indicated by an alcohol breath test;
2. While operating any vessel and the effect of the intoxicant is apparent by observation;
3. While using alcohol; or
4. Within four (4) hours after using alcohol.

In addition, refusing to submit to an alcohol test and using alcohol within eight hours after an accident or until tested is prohibited.


To facilitate enforcement of the provisions of this policy, this company will use every legal means to deter and/or detect violations including, but not limited to, urine, breath, or blood testing of Captains, crewmembers, and independent contractors as required by DOT and USCG under the following circumstances:

- 1) Pre-employment. A condition of hiring a new employee is the passing of a pre-employment drug test.
- 2) Reasonable Suspicion. In situations where the employer is aware of facts that would lead him/her to suspect the drug policy has been violated, a drug test and/or alcohol test will be conducted.
- 3) Post Incident. In case of a "serious marine incident" as defined in 46 CFR Part 4, the employer must determine who should be tested.
- 4) Random. Any time during an employee's work schedule, he/she is subject to an unannounced random test for the illegal use of drugs.
- 5) Periodic. As required upon license renewal, usually exempt as in 46 CFR Part 16.220.
- 6) Return to Duty. An employee who tests positive may be terminated by the employer, or alternatively, if directed to counseling or rehabilitation, as a condition of continued employment, must submit to unannounced drug tests for a specified period.

Tests will be performed by Substance Abuse and Mental Health Services Administration (SAMHSA) certified laboratory personnel experienced in collection protocols, chain of custody procedures, drug test and confirmation methods, and Medical Review Officer functions.

This company will take appropriate disciplinary action, including the possibility of termination of employment and/or services as well as possible suspension of United States Coast Guard license and/or Merchant Mariner Document, and legal prosecution, for violations of this policy. We understand that *The Maritime Consortium, Inc.*, is also required to notify the U.S. Coast Guard in the case of any positive tests. We further recognize that chemical dependencies are a personal concern for many individuals and accordingly encourage drug abusers to immediately seek professional help such as is available through the confidential services of an Employee Assistance Program (EAP).

Our company supports the necessity for maintaining a Drug-Free Policy and pledges to abide by the provisions of this document and DOT/Coast Guard drug and alcohol testing rules.

Company/Vessel Owner's Signature:  Date: 1/10/2020

Note: The company's owner must sign this statement. This form must be maintained in company files.