



JIFE LUXURY CAR SERVICE Zero Tolerance Intoxication Substance Policy

In accordance to the regulation of the city of Dallas Transportation department stated on chapter 47, JIFE Luxury Car Service has a zero tolerance for the use of intoxicating substances, and the misuse and abuse of prescription drugs or alcohol or the presence of these substances in the body while on duty. Therefore, the following items outline the JIFE Luxury Car Service policy of intoxicating substances and drugs.

Employees are not to use, consume, or be under the influence of alcohol, narcotics, prescribed medication, or illegal drugs or intoxicating substances while on duty.

JIFE Luxury Car Service will administer alcohol and intoxicating substance, and drug screening tests on it's employees pre-employment, post-accident, for cause and by random.

A positive test will result in immediate termination as determined by management. An inconclusive test will result in additional alternate testing, leading to possible suspension and/or termination.

An employee who fails to submit to a drug or alcohol test when requested or who leaves the test site without completing the test will be subject to immediate termination. Other behaviors that will illicit grounds for termination is a refusal to provide a specimen or tampering with the specimen.

Each employee will sign a statement of understanding that, as a condition of employment, the employee or independent contractor will abide by the terms of the drug free workplace statement and notify JIFE Luxury Car Service in writing of his or her conviction for a violation of a criminal drug statute occurring in the work place no later than five calendar days after such a conviction.

JIFE Luxury Car Service's Management team will administer and supervise this policy.