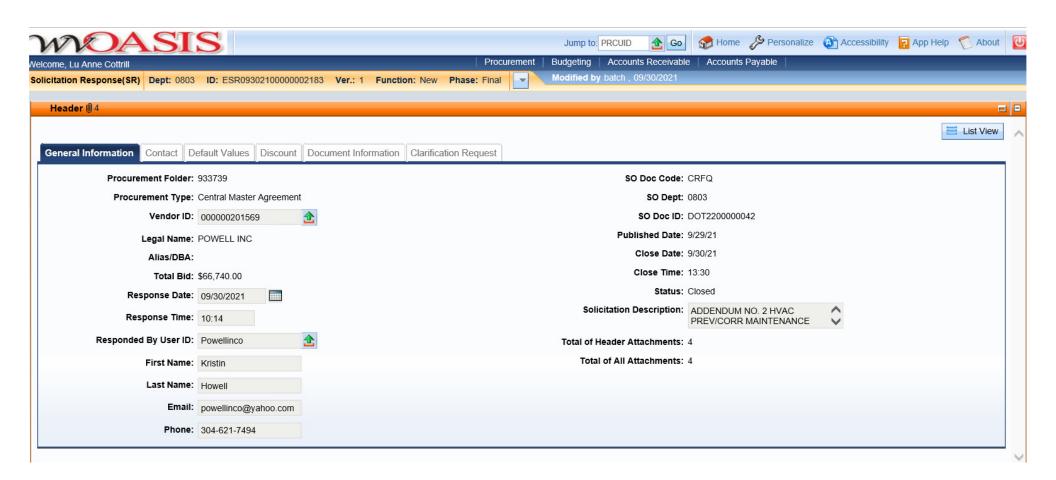
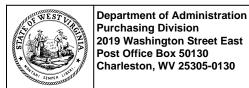


2019 Washington Street, East Charleston, WV 25305 Telephone: 304-558-2306 General Fax: 304-558-6026

Bid Fax: 304-558-3970

The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at *wvOASIS.gov*. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at *WVPurchasing.gov* with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.





## State of West Virginia Solicitation Response

Proc Folder:

933739

**Solicitation Description:** 

ADDENDUM NO. 2 HVAC PREV/CORR MAINTENANCE AND PARTS

Proc Type: Central Master Agreement

Solicitation Closes Solicitation Response Version

2021-09-30 13:30 SR 0803 ESR09302100000002183 1

**VENDOR** 

000000201569 POWELL INC

Solicitation Number: CRFQ 0803 DOT2200000042

**Total Bid:** 66740 **Response Date:** 2021-09-30 **Response Time:** 10:14:30

Comments:

FOR INFORMATION CONTACT THE BUYER

John W Estep 304-558-2566 john.w.estep@wv.gov

Vendor Signature X

FEIN#

DATE

All offers subject to all terms and conditions contained in this solicitation

Date Printed: Sep 30, 2021 Page: 1 FORM ID: WV-PRC-SR-001 2020/05

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	HVAC PREVENTIVE/CORRECTIVE	1.00000	EA	66740.000000	66740.00
	MAINTANCE AND PARTS				

Comm Code	Manufacturer	Specification	Model #	
72151201				

### **Commodity Line Comments:**

### **Extended Description:**

HVAC PREVENTIVE/CORRECTIVE MAINTANCE AND PARTS

 Date Printed:
 Sep 30, 2021
 Page: 2
 FORM ID: WV-PRC-SR-001 2020/05



Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130

#### State of West Virginia Centralized Request for Quote Highways

Proc Folder:	933739		Reason for Modification:
Doc Description:	ADDENDUM NO. 1 HV	Addendum No. 1	
Proc Type:	Central Master Agreeme	ent	
Date Issued	Solicitation Closes	Solicitation No	Version
2021-09-22	2021-09-30 13:30	CRFQ 0803 DOT2200000042	2

#### **BID RECEIVING LOCATION**

**BID CLERK** 

DEPARTMENT OF ADMINISTRATION

PURCHASING DIVISION 2019 WASHINGTON ST E

CHARLESTON WV 25305

US

**VENDOR** 

Vendor Customer Code:

Vendor Name : Powell Inc.

Address: 170 Stringtown Rd

Street :

City: Belington

State: WY Country: USA Zip: 34350

Principal Contact : CON Allen

Vendor Contact Phone: 304.838. 8123 Extension:

FOR INFORMATION CONTACT THE BUYER

John W Estep 304-558-2566

john.w.estep@wv.gov

Vendor Signature X

FEIN# 55-0490737

DATE 9-30-21

All offers subject to all terms and conditions contained in this solicitation

Date Printed: Sep 22, 2021 Page: 1 FORM ID: WV-PRC-CRFQ-002 2020/05

# REQUEST FOR QUOTATION 012200112 HVAC Maintenance

### **EXHIBIT C - PRICING PAGES**

Preventive Maintenance:

Total Cost \* \$ 66 740.00

<sup>\*</sup> Total Cost is calculated by adding the Total Yearly Cost, Total Labor Cost, and the Total Parts Cost.

<b>DESIGNATED CONTACT:</b> Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.
Ball & Collection
(Name, Title)
(Printed Name and Title)
170 Strington Rodal Belington Walson
(Address)
301.838. 8123
(Phone Number) / (Fax Number)
(email address)
CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that I am authorized by the vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.  By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.
Powell Inc
(Company)
Carl & Coll
(Authorized Signature) (Representative Name, Title)
Carl Allen Head of Operations (Printed Name and Title of Authorized Representative)
9-30-21
(Date)
304-838-B133
(Phone Number) (Fax Number)

# ADDENDUM ACKNOWLEDGEMENT FORM SOLICITATION NO.: CRFQ DOT2200000042

**Instructions:** Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

 		ax next to each addendum rece	ived	i)	
[1	. ]	Addendum No. 1	E	]	Addendum No. 6
[	]	Addendum No. 2	[	J	Addendum No. 7
]	]	Addendum No. 3	[	]	Addendum No. 8
[	1	Addendum No. 4	I	]	Addendum No. 9
]	]	Addendum No. 5	[	]	Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Power Inc	Company
Cal S	The same of the sa
	Authorized Signature
9-30-2	4
	Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.



## **CERTIFICATE OF LIABILITY INSURANCE**

B/12/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

FY THAT THE POLICE	RTIFICAT	E NIIMBED:	CONTACT SUZA NAME: PHONE (A/C, No, Ext): E-MAIL E-MAIL INSURER A : Eric INSURER B : ENC INSURER C : INSURER C : INSURER C : INSURER E : INSURER F :	z@aklins INSURER(S	urano ) AFFO ce <b>P</b> &	RDING COVERAGE		NAIC# 26830 12372		
x 306 ursville, WV 25504  CEP FY THAT THE POLICE WITHSTANDING ANY I	ES OF IN	E NIIMPED:	(A/C, No, Ext): E-MAIL ADDRESS: SME1 INSURER A : Eric INSURER B : ENC INSURER C : INSURER D : INSURER E :	INSURER(S	) AFFO	Ce.com RDING COVERAGE C (WV)		26830		
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### Subcontractor List Submission (Construction Contracts Only)

Bidder's Name: Powell loc					
project.	orm more than \$25,000.00 of work to complete the				
Subcontractor Name	License Number if Required by W. Va. Code § 21-11-1 et. seq.				

Attach additional pages if necessary

# ADDENDUM ACKNOWLEDGEMENT FORM SOLICITATION NO.: CRFQ DOT2200000042

**Instructions:** Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

		umbers Rec		• as a•	ıx		
(Check	me oo	x next to each	n addendum recei	ved	1)		
	[]	Addendum 1	No. 1	[	]	Addendum No. 6	
	[X]	Addendum 1	No. 2	[	]	Addendum No. 7	
	[]	Addendum 1	No. 3	[	]	Addendum No. 8	
	[]	Addendum 1	No. 4	I	]	Addendum No. 9	
	[]	Addendum 1	No. 5	[	]	Addendum No. 10	
further discuss	understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.						
					v	0	
						Owell Inc	
						Company	
					6	a Sille	
						Authorized Signature	
						9-30-21	
						Date	

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.

# West Virginia Ethics Commission Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Na	ame of Contracting Business Entity: Powelline Address: 170 String town Rd
	Address: 170 Stringtown Rd  Belington W 20250
Na	ame of Authorized Agent: CARL Allo Address:
Co Go	ontract Number: 304-838-8/23   Contract Description:
	Check here if this is a Supplemental Disclosure
Lis	et the Names of Interested Parties to the contract which are known or reasonably anticipated by the contracting business tity for each category below (attach additional pages if necessary):
1.	Subcontractors or other entities performing work or service under the Contract  ☐ Check here if none, otherwise list entity/individual names below.
2.	Any person or entity who owns 25% or more of contracting entity (not applicable to publicly traded entities)  ☐ Check here if none, otherwise list entity/individual names below.
	Any person or entity that facilitated, or negotiated the terms of, the applicable contract (excluding legal services related to the negotiation or drafting of the applicable contract)  Check here if none, otherwise list entity/individual names below.  Date Signed:
	nature: Date Signed: 7-30-2/
Sta	te of WV, County of Boroar :
ent	<u>Knistin Hwell</u> , the authorized agent of the contracting business ity listed above, being duly sworn, acknowledge that the Disclosure herein is being made under oath and under the nalty of perjury.
Tak	ken, sworn to and subscribed before me this 3th day of Sept ,3031.
<i>To</i> Dat Dat	Notary Public's Signature  be completed by State Agency:  se Received by State Agency:  se submitted to Ethics Commission:  vernmental agency submitting Disclosure:  170 Stringtown Road Belington Wil 26250 My Commission Expires: 06/03/26

## STATE OF WEST VIRGINIA Purchasing Division

## **PURCHASING AFFIDAVIT**

**CONSTRUCTION CONTRACTS:** Under W. Va. Code § 5-22-1(i), the contracting public entity shall not award a construction contract to any bidder that is known to be in default on any monetary obligation owed to the state or a political subdivision of the state, including, but not limited to, obligations related to payroll taxes, property taxes, sales and use taxes, fire service fees, or other fines or fees.

**ALL CONTRACTS:** Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

**EXCEPTION:** The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

#### **DEFINITIONS:**

"Debt" means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

"Employer default" means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

"Related party" means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceed five percent of the total contract amount.

AFFIRMATION: By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (*W. Va. Code* §61-5-3) that: (1) for construction contracts, the vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

#### WITNESS THE FOLLOWING SIGNATURE:

KRISTIN HOWELL 170 Stringtown Road Belington WV 26250 My Commission Expires:06/03/26

Vendor's Name: Powell Inc	
Authorized Signature:	Date: 9-30-2/
State of WV	
County of Barbour , to-wit:	
Taken, subscribed, and sworn to before me this 30th da	ay of Sept , 20 al.
My Commission expires June 03	, 20 <u>26</u> .
AFFIX STATE OFFICIAL SEAL STATE OF WEST VIRGINIA NOTARY PUBLIC	NOTARY PUBLIC Youtho Houll  Purchasing Affidavit (Revised 01/19/2018)



# State of West Virginia DRUG FREE WORKPLACE CONFORMANCE AFFIDAVIT West Virginia Code §21-1D-5

I, Carl Allen	_, after being first duly sworn, depose and state as follows:
1. I am an employee of	Powci line ; and, (Company Name)
	Powell Inc. (Company Name)
maintains a written plar policy are in compliance	for a drug-free workplace policy and that such plan and with <b>West Virginia Code</b> §21-1D.
The above statements are swo	orn to under the penalty of perjury.
	Printed Name: Carl Allen
	Signature: Carl Sille
	Title: Head of Operations
	Company Name: Powell Inc
	Date: 9-30-21
STATE OF WEST VIRGINIA,	
COUNTY OF Barbar	, TO-WIT:
Taken, subscribed and sworn t	to before me this $30\%$ day of $8ept$ , $8091$ .
By Commission expires June	3,300%
(Seal)	Knitim Howell
OFFICIAL SEAL STATE OF WEST VIRGINIA NOTARY PUBLIC	(Notary Public)
KRISTIN HOWELL 170 Stringtown Road Belington WV My Commission Expires:06/03/	26250 Rev. July 7, 2017 26

## THE AMERICAN INSTITUTE OF ARCHITECTS



### AIA Document A310

## **Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we Powell Inc
6882 Merritts Creek Road, Huntington, WV 25702 (Here insert full name and address or legal title of Contractor)
as Principal, hereinafter called the Principal, andRLI Insurance Company
9025 N. Lindbergh Dr. Peoria, IL 61615 P.O. Box 3967 Peoria, IL 61612-3967
a corporation duly organized under the laws of the State of Illinois
as Surety, hereinafter called the Surety, are held and firmly bound unto
West Virginia Division of Highways
(Here insert full name and address or legal title of Owner)
1340 Smith Street, Charleston, WV 25301
as Obligee, hereinafter called the Obligee, in the sum of
Five Percent of the Amount Bid
Dollars (), for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally firmly by these presents.
WHEREAS, the Principal has submitted a bid for HVAC Maintenance at 1334, 1340, 1338 and 1311  (Here insert full name and address and description of project)
Smith Street, Charleston, WV 25301 and 801 Ruffner Avenue, Charleston, WV 25301
Avenue, Ollaheston, WV 20001
NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contact with another party to perform the Work covered by said bid, then this obligation shall be null and void; otherwise to remain in full force and effect.
Signed and sealed this <u>30</u> day of <u>September</u> , <u>2021</u> .
Powell Inc  (Seal)
REI Insurance Company
(Seal)
Michael Ovechko Attorney in Fact
Ala Document A310 • Bid Bond • Ala® • February 1970 ED • THE AMERICAN

INSTITUTE OF ARCHITECTS, 1735 N.Y. AVE., N.W., WASHINGTON, D.C. 20006

Printed on Recycled Paper

# West Virginia Offices of the Insurance Commissioner



### **Certificate of Authority**

Whereas, RLI INSURANCE COMPANY, domiciled in the State of Illinois, has complied with all the requirements of the laws of this State so as to entitle it to transact its appropriate business in the State of West Virginia.

Therefore, I the undersigned, Insurance Commissioner of the State of West Virginia, pursuant to the authority vested in me by the laws of this State, do hereby authorize it to transact the business of insurance as defined in Chapter 33

Marine - Article 1, Section 10(d)
Surety - Article 1, Section 10(f)(1)
Accident & Sickness - Article 1, Section 10(b)
Fire - Article 1, Section 10(c)
Casualty - Article 1, Section 10(e)
Surety - Article 1, Section 10(f)(2)
Surety - Article 1, Section 10(f)(3)
Casualty - Article 1, Section 10(e)(14)

of the 1931 Code of West Virginia as amended, in the State of West Virginia in accordance with the laws thereof until midnight on the 31st day of May, 2022, unless this license be sooner revoked. Pursuant to W. Va. Code §33-3-2(c), the above authorization does not allow the insurer to transact a kind of insurance in this State unless duly authorized or qualified to transact such insurance in the state or country of its domicile.

In Testimony Whereof, I have hereunto set my hand and affixed my seal of office at the City of Charleston this 1st day of June, 2021.

James A. Dodrill Insurance Commissioner

NAIC # 13056 SBS Company # 109404216

## **POWER OF ATTORNEY**

### RLI Insurance Company Contractors Bonding and Insurance Company

9025 N. Lindbergh Dr. Peoria, IL 61615 Phone: 800-645-2402

### Know All Men by These Presents:

That this Power of Attorney is not valid or in effect unless attached to the bond which it authorizes executed, but may be detached by the approving officer if desired.

That RLI Insurance Company and/or Contractors Bonding and Intogether, the "Company") do hereby make, constitute and appoint:	asurance Company, each an Illinois corporation, (separately and
Michael A. Cvechko, Deborah K. Keene, jointly or severally	
in the City of, State of West Virgin full power and authority hereby conferred, to sign, execute, acknowledge bonds and undertakings in an amount not to exceed	nia its true and lawful Agent(s) and Attorney(s) in Fact, with e and deliver for and on its behalf as Surety, in general, any and all Dollars
The acknowledgment and execution of such bond by the said Attorney in executed and acknowledged by the regularly elected officers of the Compa	Fact shall be as binding upon the Company as if such bond had been any.
RLI Insurance Company and/or Contractors Bonding and Insuran following is a true and exact copy of a Resolution adopted by the Board of	Directors of each such corporation, and is now in force, to-wit:
"All bonds, policies, undertakings, Powers of Attorney or other obligati the Company by the President, Secretary, any Assistant Secretary, Treas of Directors may authorize. The President, any Vice President, Sec Attorneys in Fact or Agents who shall have authority to issue bonds, pol seal is not necessary for the validity of any bonds, policies, undertakings signature of any such officer and the corporate seal may be printed by far	cretary, any Vice President, or by such other officers as the Board cretary, any Assistant Secretary, or the Treasurer may appoint licies or undertakings in the name of the Company. The corporate is Powers of Attorney or other obligations of the corporation. The
IN WITNESS WHEREOF, the <b>RLI Insurance Company</b> and/or <b>Con</b> caused these presents to be executed by its respective	tractors Bonding and Insurance Company, as applicable, have ident with its corporate seal affixed this 24th day of
State of Illinois	RLI Insurance Company Contractors Bonding and Insurance Company  By: Barton W. Davis  Vice President
County of Peoria	CERTIFICATE
On this 24th day of August, 2021, before me, a Notary Public, personally appeared Barton W. Davis, who being by me duly sworn, acknowledged that he signed the above Power of Attorney as the aforesaid officer of the RLI Insurance Company and/or Contractors Bonding and Insurance Company and acknowledged said instrument to be the voluntary act and deed of said corporation.	I, the undersigned officer of RLI Insurance Company and/or Contractors Bonding and Insurance Company, do hereby certify that the attached Power of Attorney is in full force and effect and is irrevocable; and furthermore, that the Resolution of the Company as set forth in the Power of Attorney, is now in force. In testimony whereof, I have hereunto set my hand and the seal of the RLI insurance Company and/or Contractors Bonding and Insurance Company this 30 day of Septendo 7021.
By: Catherine D. Glover Notary Public	RLI Insurance Company Contractors Bonding and Insurance Company
CATHERINE D. GLOVER OFFICIAL SEAL POINCE FOR THE PUBLIC FOR THE PU	By: Jeffrey Derick Defice Corporate Secretary



# **CONTRACTOR LICENSE**

Authorized by the

West Virginia Contractor Licensing Board

Number:

WV003726

Classification:

ELECTRICAL
HEATING, VENTILATING & COOLING
PLUMBING

POWELL INC
DBA POWELL INC
PO BOX 306
BARBOURSVILLE, WV 25504-0306

**Date Issued** 

**Expiration Date** 

SEPTEMBER 09, 2021

SEPTEMBER 09, 2022

Authorized Company Signature

Chair, West Virginia Contractor

Licensing Board

A copy of this license must be readily available for inspection by the Board on every job site where contracting work is being performed. This license number must appear in all advertisements, on all bid submissions, and on all fully executed and binding contracts. This license is non-transferrable. This license is being issued under the provisions of West Virginia Code, Chapter 30, Article 42.



#### **DRUG-FREE WORKPLACE POLICY**

Powell Inc. intends to help provide a safe and drug-free work environment for our clients and out employees. With this goal in mind and because of the serious drug abuse problem in today's workplace, we are establishing the following policy for existing and future employees of Powell Inc.

The Company explicitly prohibits:

- The use, possession, solicitation for, or sale of narcotics or other illegal drugs, alcohol, or
  prescription medication without a prescription on Company or customer premises or while
  performing an assignment.
- Being impaired or under the influence of legal or illegal drugs or alcohol away from the Company or customer premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from the company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of the company or its customers, or while on company business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.

The Company will conduct drug and/or alcohol testing under any of the following circumstances:

- RANDOM TESTING: Employees may be selected at random for drug and /or alcohol testing at any interval determined by the Company.
- FOR-CAUSE TESTING: The Company may ask an employee to submit to a drug and/or alcohol
  test at any time it feels that the employee may be under the influence of drugs or alcohol,
  including, but not limited to, the following circumstances: evidence of drugs or alcohol on or
  about the employee's person or in the employee's vicinity, unusual conduct on the
  employee's part that suggest impairment or influence of drugs or alcohol, negative
  performance patterns, or excessive and unexplained absenteeism or tardiness.
- POST-ACCIDENT TESTING: Any employee involved in an on-the-job accident or injury under circumstances that suggest possible use or influence of drugs or alcohol in the accident or injury event may be asked to submit to a drug and/or alcohol test. "Involved in an on-thejob accident or injury" means not only the one who was or could have been injured, but also any employee who potentially contributed to the accident or injury event in any way.

If an employee is tested for drugs or alcohol outside of the employment context and the results indicate a violation of this policy, or if an employee refuses a request to submit to testing under this policy, the employee may be subject to appropriate disciplinary action, up to and possibly including discharge from employment. In such a case, the employee will be given an opportunity to explain the circumstances prior to any final employment action becoming effective.