



## **Drug and Alcohol Free Workplace Policy**

RMHMC believes it is important to have a drug and alcohol free workplace. Alert and rational behavior is important for the safe and adequate performance of job duties and for the confidence of the public and our customers in the company's ability to meet its responsibilities. Abuse of alcohol, drugs, and controlled substances impairs employee judgment, resulting in increased safety risks, injuries, and faulty decision-making.

Consistent with RMHMC policy, all persons seeking employment with RMHMC are informed that, as a condition of employment, they must pass a drug test. All offers of employment to persons seeking employment with RMHMC will be conditioned on passing a pre-employment drug test.

Steve ErkenBrack, President, RMHMC

