

FirstEnergy
FOSSIL GENERATION CONTRACTOR
SUBSTANCE ABUSE COMPLIANCE POLICY

Revised: 8-1-2017

1. PURPOSE

The Fossil Generation facilities within FirstEnergy are committed to using contractors whose employers provide a safe workplace and maintain a work environment for their employees that is free from the effects of alcohol and drug abuse.

2. SCOPE

Unless specifically exempted by this policy, all contractors working at Fossil Generation facilities owned or operated by FirstEnergy or its affiliates (FE) shall be covered by this policy.

CONTRACTORS EXEMPTED FROM THIS POLICY

- Contracted Drivers
Drivers whose sole purpose is to drive Commercial Motor Vehicles on FE property, will be expected to comply with all applicable Department of Transportation (DOT), Federal Motor Carrier Safety Administration (FMCSA) and Commercial Driver's License (CDL) drug and alcohol testing requirements.
- Contracted Credentialed Mariners
Contract workers that maintain US Coast Guard/ Maritime Credential will be expected to comply with all applicable Department of Transportation (DOT) US Coast Guard drug and alcohol requirements.
- Vendors, Deliveries and Specialty Contractors
These terms generally refer to a specialty contractor having fewer than five (5) employees on-site for duration of forty-eight (48) hours or less. Some examples include: vending machine workers, floor mat exchange workers, copy repairmen and other specialty services.
- Visitors
Visitors are not covered by this policy, provided they perform no on-site work.

3. POLICY DETAILS

Contractors performing work at FirstEnergy Fossil Generation Facilities shall be required to administer a mandatory substance abuse policy for all their employees performing work at such facilities, whether direct hire or subcontracted. FE recognizes that some Contractor's employees are covered by a federally mandated program and already participate in a testing program, (eg. DOT-FMCSA; DOT-Maritime, etc.) The program for employees not already covered by such programs must include the following, as described more fully below:

- Entrance Testing
- Random Testing (target 20% of participating workforce per month)
- For-Cause Group Testing
- Reasonable Suspicion / For Cause Testing
- Post Incident Testing
- Accelerated Random Testing

The illegal manufacturing, distribution, dispensation, possession, or use of prohibited substances which include but are not limited to illegal drugs (including controlled substances, look-alike drugs and designer drugs) is prohibited and will result in the contractor employee's immediate removal from FE's facility.

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It shall be Contractor's sole responsibility to have their employees and all subcontracted employees report to work in a condition to properly perform their duties (i.e., Fit-for-Duty). Any use of substances which adversely affects a Contractor employee's job performance or whose job performance indicates that he or she is unfit for duty, shall be sent for "Reasonable Suspicion / For Cause Testing" and will not be permitted to work until an investigation into the cause has determined the employee to be fit for duty.

The Contractor will require a medical examination by the Contractor employee's doctor, including recognized diagnostic tests as part of their investigation. If the use of unauthorized drugs or alcohol is substantiated, the contractor's employee will not be eligible to return to work at an FE facility until the Return-To-Duty requirements are satisfied.

Contractor's employees who are undergoing medical treatment with a prescription drug or over-the-counter (OTC) substance which has the potential to affect performance must report this treatment to their employer. It is the responsibility of the employee to inform Contractor supervision when the use of prescription or OTC medication may affect their Fit-for-Duty eligibility and their ability to safely and competently perform job functions. Contractor's employee's failure to provide this information is considered to be grounds for dismissal and compliance can be accomplished by submitting the FirstEnergy Fossil Generation Non-DOT Release for Medication Use Form (Appendix F). The use of such substances as part of a prescribed medical treatment policy is not grounds for immediate removal from FE facilities. Contractor shall comply with the FirstEnergy Fossil Generation Contractor Substance Abuse Compliance Policy, and otherwise be responsible for the safety of employees and others who may be affected by employee's performance.

Prohibited substances and paraphernalia discovered through site security procedures may be turned over to law enforcement authorities. Contractor is responsible for notifying employees that security inspections may include, but not be limited to, any vehicle, toolbox, lunch box or personal inspection.

Contractor shall have their on-site supervision knowledgeable of and fully capable of enforcing this policy and are responsible to ensure all employees are knowledgeable and aware of the FirstEnergy Fossil Generation Contractor Substance Abuse Compliance policy.

4. THIRD PARTY ADMINISTRATOR

An independent Third Party Administrator (TPA) "Mobile Medical Corporation (MMC)" has been selected to coordinate administration of the policy between the Contractors and the Purchaser (FE). The TPA will coordinate with the Contractor for entrance test specimen collections at authorized testing facilities as required.

All Contractors, prior to mobilizing at FE facilities, must submit their company registration documentation to the TPA and must submit their consortium substance abuse policy documentation to the Avetta system for Purchaser's and TPA's review. If the policy meets FirstEnergy Fossil Generation Substance Abuse Compliance Policy, the Contractor / consortium will provide current test records of Contractor employees to be added to the TPA/FE's database. The Contractor must submit current test records for all employees or subcontractors they place for work at any FE facilities throughout the calendar year. As a Contractor employee's or subcontractor's eligibility status changes, it is the Contractor's responsibility to provide this updated information and test result to the TPA if the testing occurred outside of the FirstEnergy Fossil Generation Contractor Substance Abuse Compliance Policy. Eligible tests will act as a valid entrance test for a period of one (1) year from the test date. All Contractor employees, except those participating in a federally mandated substance abuse testing program, will be added to the random test selection calculations

TPA Scope of Work:

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- 1) Engage Contractors and provide policy documentation and instruction
- 2) Collect Contractor Prequalification Form and notify FirstEnergy Fossil Generation of registration to their Substance Abuse Compliance Policy
- 3) Provide 24/7 access to an online Verification site for Contractors
- 4) Administer policy test types and random selections.
- 5) When possible, collect and administer testing protocol. This includes documentation of specimens, and results submitted to independent certified laboratories such as Substance Abuse Mental Health Services Administration (SAMHSA), The College of American Pathologists (CAP), and the International Organization for Standardization (ISO / IEC 17025)
- 6) Consolidate results, including non-negative results and provide statistics to FE's Construction Safety Representative.
- 7) Provide for the MRO services as described.

5. VERIFICATION OF ELIGIBILITY STATUS

Contractor's employees shall be tested under this Policy requirement PRIOR to performing **ANY** work at a FE Facility with the exception of those services listed in Section 2. Contractors are responsible for utilizing the online FE Verification site currently through MySkillCheck (a Mobile Medical Corporation service) prior to the Contractor employee beginning work. The MySkillCheck system will then report to the Contractor, FE Representatives and the TPA on the eligibility results of the Verification search. If a Contractor identifies an employee who is not eligible but who is scheduled to perform emergent work without alternative employee options; that Contractor will be responsible for utilizing the Emergency 24/7 Collection Service to perform a hair specimen collection Entrance Test.

Note: A Union/Contractor urine drug screen result is no longer considered an approved or acceptable method of verification.

6. TESTING FOR PROHIBITED SUBSTANCES AND/OR ALCOHOL

Contractor's employees desiring to work at FirstEnergy Fossil Generation Facilities shall be required to be tested for illegal use of controlled and illicit substances under the following conditions:

Entrance Testing: Shall be required prior to starting work on FE property if the Eligibility of the Contractor employee is not current or at FE's sole discretion. When participating in an acceptable annual screening policy, approved by TPA, Contractor must certify the required negative test results as a condition of employment for each Contractor's employee by providing proof that the Contractor employee has tested negatively within the last twelve (12) months on the hair panel listed in Appendix B. Negative Results are valid for a period of twelve (12) months. If a Contractor employee is only performing work that falls under DOT requirements at a FE facility, that Contractor employee is exempt from following the Non-DOT requirements of this Policy. Contractors should make every attempt to have all employees who do not have a Current Eligibility submit to a hair specimen test at least one (1) week prior to work to ensure results have been reported in a timely manner prior to entrance onsite.

- o **Subsection A for Entrance Testing:** A Contractor employee who reports to a collection site and refuses to submit to the testing, refuses to comply with any part of the collection process, or attempts to adulterate the specimen in any way, shall be considered a "Refusal To Test" (see Section 8) and he or she will be required to follow the Return-to-Duty requirements.

Random Testing: Contractors who will be on site shall have Random Testing of their employees. The number of Contractor employees randomly tested shall be determined by FE and the TPA at a target of 20% per month of the participating work force beginning with the first day Contractor is on FirstEnergy Fossil Generation property.

The TPA will make the random selections via a computer-generated selection process. The Random Testing will be conducted without prior notice and Contractor employee(s) shall be notified immediately

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prior to testing but otherwise shall not receive any other advanced notice of random testing. No Contractor employee(s) will be excluded from the random selection. Contractor employees are eligible for and subject to random selection 100% of their time on site. If an employee is not present at the site when selected, the Contractor employee must test prior to re-entry into the plant on their next shift.

Contractor supervision will be responsible for escorting the selected Contractor employee(s) to the onsite collection area or Mobile Testing Facility immediately upon notification. If a Contractor employee who had been notified fails to report within 30 minutes of notification, he or she will be considered a "Refusal to Test". Contractor supervision is also responsible for notifying the TPA of non-compliant Contractor employees. For additional information reference Section 8.

Any selected Contractor employee(s) that are not present that day on the job site will immediately be escorted to the onsite collection area or Mobile Testing Facility upon returning to work.

Any Contractor employee testing non-negative or refusing testing shall be addressed by the Employer in accordance with the terms described in the Enforcement section of this policy. The Contractor Removal Form (Form X-3930) shall be used by the Employer to notify FirstEnergy Fossil Generation of the discipline.

For-Cause Group Testing:

FE, at its sole discretion, may initiate testing of a group of Contractor employees by shift, location, craft, or any other reasonable classification. The methods could include hair or oral fluid. Such For-Cause Group Testing can be prompted by FE's good faith, reasonable belief that the presence or use of drugs has extended beyond a single individual. Examples of grounds for such For Cause Group Testing could include, but are not limited to multiple non-negative test results at the FE facility, discovery of drug paraphernalia, reports of an individual selling drugs at an FE facility, or a Contractor employee who is found overdosed on site.

Notification of this For Cause Group Testing will be communicated directly to all Contractors involved. Once notification is received the Contractor is responsible for notifying and escorting all Contractor employees to the onsite collection area, or Mobile Testing Unit immediately. Contractor supervision is also responsible for notifying the TPA of non-compliant Contractor employees. For additional information reference Section 8. Collection protocols and analysis of such For Cause Group Tests will be processed as any other test within the Policy.

Reasonable Suspicion / For Cause Testing: A Reasonable Suspicion / For Cause Test may be administered in the event a FE or Contractor Supervisor has reasonable cause to believe that a Contractor employee has reported to work under the influence, or is or has been under the influence while on the job; or has violated this Substance Abuse Compliance Policy.

Contractor supervision shall utilize reasonable suspicion protocol. A Contractor employee believed to be under the influence of prohibited substances will be shown documentation by the Contractor employee's supervision of why they believe the Contractor employee in question may be under the influence. If the Contractor employee refuses to take the Reasonable Suspicion / For Cause Test, it will be considered a "Refusal to Test" and the Contractor employee will be immediately removed from the site. If the Contractor employee agrees to take the Reasonable Suspicion / For Cause Test, Contractor supervision will escort the Contractor employee to the onsite collection area or an offsite collection facility.

All Contractor employees who undergo a Reasonable Suspicion / For Cause test will be removed from site pending test results. It will be the responsibility of Contractor Supervision to provide safe transportation off of FirstEnergy property for the Contractor employee.

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A Contractor employee who refuses to submit to a Reasonable Suspicion / For Cause Test is in violation of this Policy and will be immediately removed from FE Facilities. If, after having received notice of a required Reasonable Suspicion / For Cause Test, a Contractor employee states that he or she is ill and wishes to go home, the Contractor employee must take the test before leaving the site, or it will be considered a refusal. For additional information reference Section 8.

Post Incident Testing: Post-Incident Testing will only be conducted when it is reasonable to believe that drug and/or alcohol use could have contributed to the injury/illness or Property damage sustained. The general principle is drug testing itself will not be used as a form of discipline against Contractor employees who report an injury or illness, or incident resulting in damages, but it may be damage used as a tool to evaluate the root causes of workplace injuries and illness in appropriate circumstances. Following the Reasonable Suspicion / For Cause Testing it will be the responsibility of Contractor supervision to provide safe transportation arrangements of the employee off of FirstEnergy property.

If Post Incident Testing cannot be completed within thirty-two (32) hours of the accident or incident, and alcohol testing within eight (8) hours of the accident or incident, the Contractor should place a written explanation of the circumstances, which could be reviewed by FE in the Contractor employee's file. The written explanation must include details of the accident/incident/near miss and reason(s) for not testing the Contractor employee.

- **Alcohol Testing: All Contractor/sub-contractor employee(s) shall be subject to alcohol testing via breathalyzer. Alcohol testing shall be performed as part of For-Cause Group Testing, Reasonable Suspicion / For Cause Testing, and Post-Incident Testing (within the time frames specified above), as determined by FE.**

7. TESTING PROCEDURE

Substance abuse testing shall be conducted within established guidelines developed by the Department of Transportation (DOT). All testing methods, collection sites, laboratory, and MRO shall maintain confidentiality and use forensic procedures to document all appropriate Chain of Custody procedures. as outlined in Appendix H.

The primary testing reasons/methods are as follows:

- Entrance Testing: Hair
- Random Testing: Oral Fluid
- For-Cause Group Testing: Oral Fluid or Hair
- Reasonable Suspicion / For Cause Testing: Determined by FirstEnergy/Contractor
- Post-Incident Testing: Oral Fluid and Breath Alcohol when needed

The laboratory(s) will perform an initial screening test and any presumptive non-negatives will follow confirmation testing procedures. Confirmation testing used by the laboratory utilizes single or double mass spectrometry depending on the specimen type and are as follows; LC/MS, GC/MS, LC/MS/MS, and GC/MS/MS.

All urine drug screen collections are required to be performed under direct observation protocol as outlined under DOT guidelines (Reference Appendix H. Test panels will vary depending on test method and have minimum cut-off limits as established in Appendix D.

The laboratory will report all Negative Results to the TPA who will upload them to the database and maintain those records should any authorized party require access. Only negative results from hair specimen testing will extend the Contractor employees eligibility in the database for an additional twelve

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(12) months from the test collection date. Negative results from oral fluid specimen will not extend a Contractor employees' eligibility.

All non-negative laboratory results will be reported to the MRO and the TPA. All confirmed non-negative laboratory results will be reviewed by the MRO. The MRO must be certified by either the American Association of Medical Review Officers (AAMRO), the American College of Occupational and Environmental Medicine (ACOEM), or an equivalent organization. The MRO shall:

- Review and verify a laboratory non-negative test result.
- Contact the Contractor employee within twenty-four (24) hours to discuss the reasons why their test result is non-negative (if contact is not made following three (3) calls, a 'Non-Contact Positive' will be declared by the MRO).
- Review the Contractor employee's medical record as provided by or at the arrangement of the tested individual as appropriate.
- Confirm the laboratory result.
- Notify the TPA of all confirmations (negative /non-negative).
- All records of test reviewed by the MRO and supporting documentation will be forwarded to and maintained by the TPA.

Only those specimens which show non-negative results on both the initial screening and the confirmation screening shall be reported as non-negative, pending MRO review and verification. The completed forensic Chain of Custody Form shall accompany any Positive MRO Report, and copies of analytical reports shall be maintained in the database by the TPA and made available to the authorized parties. All confirmed non-negative results regardless of test method under this Policy will update the Contractor employees' record in the database and eliminate their eligibility effective from the test collection date.

All samples defined in this Policy shall be properly stored at all times. All samples reported as non-negative must be stored for at least one (1) year. All handling and transportation of each specimen must be properly documented through strict Chain of Custody procedures.

8. REFUSAL TO TEST SITUATIONS

If any Contractor employee refuses a required test for any reason at any time while working at a FE facility, he or she will be considered a "Refusal to Test" and will become ineligible for working at any FE facility.

In addition to any examples set forth by the DOT, the following examples will be considered a "Refusal to Test":

- Failure to appear for any required test
- Failure to remain at the testing site until the testing process is completed
- Failure to provide a sufficient hair/oral/breath alcohol/urine specimen when required by FirstEnergy
 - a. Unless it has been determined through a required medical evaluation via the MRO, then an alternate testing method will take place.
- In the case of a Directly Observed Urine test, failure to permit the observation of the specimen
- If no valid reason exists for lack of hair. If the donor does not have head hair, hair can be collected from the arm, back, leg, underarm, or chest. If the donor had no available hair an alternate testing method will be given, and if refused, it is a refusal.
- Fail or decline to take an additional drug test that Contractor supervision has directed you to take
- Failure to cooperate with any part of the testing process

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- a. Examples: Refusal to empty pocket, behavior that disrupts the collection process, failure to wash hands after being directed to do so
- Admission to the collector, or MRO, that the individual adulterated/substituted the specimen

9. CHALLENGING A TEST RESULT

A Contractor employee can request a re-analysis of a test result within seventy-two (72) hours of the notification of the Positive Result. The Contractor employee must call the TPA and request the re-analysis. This test is just a confirmation of the presence of the substance in question in the sample, it is not a re-collection. The cost is at the expense of the Contractor employee.

- **For Hair:** If enough hair remains from the original sample taken, the Contractor employee will be able to have the hair tested at the accredited laboratory of his or her choice from the available options provided by the MRO. If there is an insufficient amount left of the hair to do the re-analysis test, the Contractor employee needs to report to the collection facility within seven (7) days of the challenge to provide a second hair collection; hair **MUST** be in same condition as it was for the first collection. If no hair is available for the re-collection, the original test will stand as the record and there will be no further opportunity for re-analysis.
- **For Oral Fluid:** The Contractor employee will have the ability to have the original sample re-tested by an accredited laboratory of his or her choice from the available options provided by the MRO.
- **For Urine:** The Contractor employee will have the ability to have Bottle B from the original sample re-analyzed by a laboratory of his or her choice from the available options provided by the MRO.

Any confirmed presence of a substance in the re-analysis is a positive test result. If it found that the presence is not confirmed, the result will be overturned to a Negative and the Contractor employee will be eligible to return to work. Cost of re-analysis is reimbursable only if result is overturned.

10. ALTERNATIVE TESTING METHODS

Alternative testing methods will be authorized only by FE after there is a documented legitimate excuse.

Entrance Testing

If there is an inability to provide a hair specimen the alternate method approved by FE is a urine specimen collection performed under Direct Observation protocol.

Primary: Hair

1st Alternate: Urine (Direct Observation)

2nd Alternate: Blood (Cost at Contractor's expense)

Random Testing

If there is an inability to provide an oral fluid specimen the first alternative is to provide a hair specimen and Only if there is also an inability to provide a hair specimen then the second approved alternative is a urine specimen collection performed under Direct Observation protocol.

- Primary: Oral Fluid
- 1st Alternate: Hair
- 2nd Alternate: Urine (Direct Observation)
- 3rd Alternate: Blood (Cost at Contractor's expense)

Reasonable Suspicion / For Cause Testing & Post-Incident Testing

If there is an inability to provide an oral fluid specimen the first alternative is to provide a urine specimen collection performed under Direct Observation protocol. This must be collected within seventy-two (72) hours of the initial attempted oral fluid collection. If there is also an inability to provide a urine specimen under Direct Observation protocol or the time between the initial oral fluid specimen collection attempt is greater than seventy-two (72) hours then the second approved alternative is a hair specimen. If the time

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before the approved alternative collection exceeds seventy-two (72) hours then the donor must wait a seven (7) day period between the initial oral fluid collection attempt and the hair specimen collection.

- Primary: Oral Fluid
- 1st Alternate: Urine (Direct Observation)
 - 0-72 hours from initial oral fluid specimen collection attempt
- 2nd Alternate: Hair
 - 7 days from initial oral fluid specimen collection attempt

If there is an inability to provide a hair or oral fluid specimen, the primary alternate testing method approved by FE is a urine specimen collection performed under Direct Observation protocol and must be collected within twenty-four (24) hours of approval for the use of the alternative test method.

Contractor's supervision will be required to notify the TPA when a Contractor employee states they have a medical condition that will prohibit hair or oral fluid collection. The TPA will notify the MRO and the MRO will complete a confidential interview with the Contractor employee. The MRO will then notify the TPA with the validated medical diagnosis and the TPA will follow alternate testing procedures. If a diagnosis is not verified by the MRO, the Contractor employee will be considered a "Refusal to Test".

11. CONFIDENTIALITY

Results can be reported to FE's Designated Representative and will be available in the FE database currently maintained by the TPA. FE can authorize the release of test results to the Contractor for any of their employees who submit a positive result and are deemed to be ineligible for work. The Contractor employees who require this result can then access it from their Contractor Designated Representative. All Eligibility changes shall be reported to FE.

FE aspires (but cannot guarantee) to abide by the following procedures and guidelines regarding confidentiality:

- (1) All test results will be considered toxicology records and held confidential.
- (2) Only the MRO and TPA will have *detailed* information concerning a Contractor employee's laboratory drug screening.
- (3) Medical personnel, the contractor, its supervisors, or any other personnel will not disclose any information regarding the screening of a Contractor employee to individuals outside of their organizations.
- (4) Information may be divulged for grievances, arbitration, and/or litigation with respect to these matters to the extent permitted by law.

12. CONTRACTOR REQUIREMENTS

Contractor shall ensure that it follows the FirstEnergy Fossil Generation Contractor Substance Abuse Compliance Policy by submitting the FE Contractor Registration Form to the TPA who will review for compliance with FE policy. Contractor shall ensure all employees who will be working at a FE facility are hair tested or alternate as outlined in Section 10 prior to starting to work.

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It shall be the Contractor's sole responsibility to monitor their employees' performance, to ensure they remain current while working at FE, and to administer discipline at their discretion. The Contractor will inform Contractor employee in cases where they may not, temporarily or permanently, perform work for FirstEnergy Fossil Generation Facilities. Contractor shall notify its union representation, if applicable, of any Contractor employee who has been removed from a FE facility, and provide written documentation to the FE facility that this notification has taken place. Reference Contractor Removal Report (Form X-3930).

Contractor shall provide completion documentation to the Contractor employee, and/or their Union Representative, if applicable. Contractor shall maintain a record of all test results in accordance with all applicable state laws, rules and regulations.

13. VIOLATIONS

Any violation of the Policy warrants the following action, to be executed by Contractor:

1. Removal from the work site, and banned from working at any FE facilities for one (1) year, from the date of violation.
2. If a second violation of this Policy occurs, the Contractor employee will be banned indefinitely.
3. If a Contractor employee attempts to adulterate or substitute a sample, the Contractor employee will be banned indefinitely.

14. DOCUMENTATION

The following Forms are to be used in administering the FirstEnergy Fossil Generation Contractor Substance Abuse Compliance Policy: *(All forms are available from the TPA website www.mobmed.com)*

- FE Company Registration Form
- FE Contractor Removal Report (Form X-3930)
- FE Substance Abuse Program (SAP) Reinstatement Form

15. RETURN TO WORK REQUIREMENTS

To be eligible to return to work at a FE facility, the Contractor employee will be suspended for one (1) year from the date of violation and must participate in a Substance Abuse Education/Treatment Program with a qualified SAP that includes a clinical assessment, a prescribed treatment plan, and a verified negative Return-To-Duty hair test result and follow up testing. A Return-To-Duty hair test must be administered no more than fourteen (14) days prior to the start of work at a FirstEnergy Fossil Generation Facility in order to be considered a valid policy Return-To-Duty Test. **The Contractor employee should be mindful not to submit for a Return-To-Duty Test too soon and produce a second Non-negative result under the Policy.** The Contractor employee will be subject to accelerated Random Testing, as recommended by the SAP, as a condition of further employment. The Contractor employee will also be subject to accelerated Random Testing by FE at any time with any method for a period of three (3) years from collection date of their Return-To-Duty Test.

The SAP will provide completion documentation to the Contractor employee, and/or their Union Representative and forwarded through Contractor to the TPA when the Contractor employee desires to return to FirstEnergy's Fossil Generation Facilities. The TPA shall notify FE of the eligibility change for the return of any Contractor employee to FirstEnergy's Fossil Generation facilities, prior to return.

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16. COST

All costs for administering the Policy including testing is to be borne by FE with the following exceptions:

- 24/7 Emergency Collection Service
- Blood Testing for 3rd alternate method for Entrance Testing
- Challenging Test Results

Emergency 24/7 Collection Service and associated test fees will be back charged to the Contractor by FE.

17. SUBSTANCE ABUSE POLICY CHANGES

FE reserves the right to amend or make written changes to this Policy.

18. APPENDIX LISTINGS

Appendix A – Definitions
Appendix B – Hair testing procedure
Appendix C – Saliva/oral fluid testing procedure
Appendix D – Urine testing procedure
Appendix E – Blood testing procedure
Appendix F – Testing panels
Appendix G – Random participant selection process
Appendix H – Forms
Appendix I – Shy Bladder and direct observation Process
Appendix J – DOT Urine Specimen Collection Guidelines

End