

**Midvale Location & Corporate HQ**

631 W Commerce Park Dr
 Midvale, UT 84047
 Phone (801) 561-8300
 Fax (801) 561-8383
 Toll Free (800) 999-5778

Logan Location

642 N 1000 W Unit #104
 Logan, UT 84321
 Phone (435) 774-1200
 Fax (435) 774-1210
 Toll Free (866) 774-1201

Ogden Location

1410 Gibson Avenue
 Ogden, UT 84404
 Phone (801) 621-6426
 Fax (801) 621-0456
 Toll Free (800) 234-3857

Orem Location

1021 N 1430 W
 Orem, UT 84057
 Phone (801) 225-7742
 Fax (801) 225-7946
 Toll Free (800) 333-3962

ALLRED'S SUBSTANCE ABUSE POLICY

(Revised 03/24/11)

Allred's is committed to providing employees, customers, and the public with a safe workplace and safe business operations. This includes all authorized business activities conducted within our facilities, as well as employee's authorized activities among the public while on company business. Our employees, customers, and the general public, should not be subject to any safety risk arising from any our employee's condition or actions.

Therefore you are expected to be in suitable mental and physical condition while at work, allowing you to perform your job effectively and safely.

Whenever use or abuse of any mood altering substance (such as alcohol or other drugs) interferes with a safe workplace, appropriate action must be taken. Employees are expected to report to the workplace free of mood or behavior altering substances, and to submit to random substance testing from time to time.

Possession, sale or use of mood altering substances at the workplace, refusal to submit to testing, or coming to work under the influence of such as indicated by test results or other means, shall be a violation of safe work practices and will be subject to disciplinary action, including possible dismissal.