

MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.
DRUG AND ALCOHOL TESTING POLICY
BOARD POLICY NO. 206
New Policy

SUBJECT: Drug and alcohol Testing for Nonunion Employees

OBJECTIVE: To establish a policy for the elimination of alcohol and drug abuse among Cooperative nonunion employees

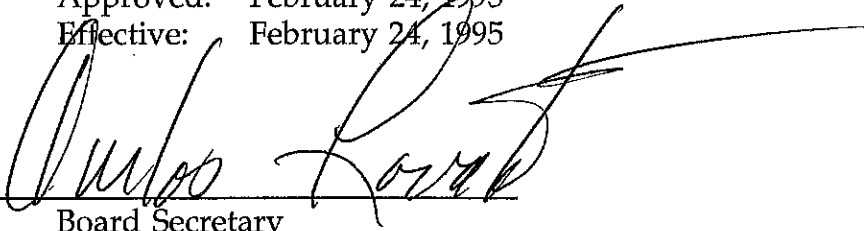
POLICY:

It shall be the Policy of the Board of Trustees that the Drug and Alcohol Testing policy adopted in the current Agreement between the Cooperative and the International Brotherhood of Electrical Workers ("IBEW") shall also apply to nonunion employees.

The Board shall be responsible for the enforcement of this policy.

Approved: February 24, 1995

Effective: February 24, 1995

A handwritten signature in black ink, appearing to read 'Ruben Lopez', is written over a horizontal line. The signature is cursive and extends to the right of the line.

Board Secretary