



DRUG FREE WORKPLACE COMPANY POLICY

November 22, 1994

Recognizing that substance abuse (including alcohol) is a detrimental problem facing society, we at Aviation Concepts, Inc. seek to do the best we can to actively fight this problem. We know substance abuse is a serious threat to our (staff, customers, and shareholders). One of the ways we are addressing this problem is by introducing a new substance abuse policy to ensure the company will have a drug-free workplace.

Drug and/or alcohol addictions are not incurable diseases and they affect more than just the user. Our substance abuse prevention program is targeted at alleviating the problem at the community level by involving our employees and their families. Our commitment to eradicating substance abuse on and off the job reflects our belief that by involving ourselves in our community, we improve our company.

While Aviation Concepts, Inc. understands employees and applicants under a physician's care are required to use prescription drugs, abuse of prescribed medications is also substance abuse and will be dealt with in the same manner as the abuse of illegal substances.

The ultimate goal of this policy is to balance our respect for individual privacy with our need to keep a safe, productive, drug-free environment in accordance with the State of Florida, Department of Labor and Employment Security, Division of Workers' Compensation, Workers' Compensation Drug Testing Rule 38F-9. Our intent is to identify, prevent and treat substance abuse among our employees. We encourage those who use drugs or abuse alcohol to seek help. Rehabilitated employees who remain drug-free can return to work in good standing.

Keeping the above in mind, the company has established the following policy with regard to the use, possession or sale of alcohol and drugs by its employees effective 60 days from the above date.