# Alcohol Policy

Super Simplistic Solutions does not permit or condone intoxication or drinking of alcoholic beverages on the premises of the company or at an employee's assigned place of duty on company time.

Such action will subject an employee to disciplinary action up to and including dismissal. It is Super Simplistic Solutions' policy to offer assistance to an employee whose work performance is adversely affected by repeated overindulgence in the use of alcoholic beverages.

If your work performance indicates you may be having a substance abuse problem, we will request that you seek treatment. Refusal to seek help for your condition or recurrence of the condition each constitutes grounds to terminate your employment.

# Drug Policy

Super Simplistic Solutions condemns the illegal use of drugs by its employees. No employee may use or possess contraband drugs on the job or work under the influence of any such drugs. This policy applies to all items, which meet the legal definition of "controlled dangerous substances."

If you are having difficulties resulting from drug use, Super Simplistic Solutions may request that you enter a rehabilitation program. Failure to enter a rehabilitation program or to complete the program constitutes grounds to terminate your employment.

If you are apprehended while selling or attempting to sell, transport, or ditribute drugs while on Super Simplistic Solutions property or at your assigned place of work, your employment will be terminated and your actions reported to the appropriate law enforcement authorities.