

Non-Emergency Medical Transportation (NEMT) Drug Screening Policy

Purpose: The purpose of this policy is to ensure that all Mavride LLC drivers comply with drug and alcohol screening requirements to promote a safe and drug-free workplace, ensuring the safety of clients and employees.

Scope: This policy applies to all drivers employed by or contracted with Mavride LLC.

Policy Statement: Mavride LLC is committed to maintaining a drug-free workplace and requires all drivers to undergo drug and alcohol testing in accordance with federal, state, and company guidelines.

Drug Screening Requirements:

1. **Pre-Employment Testing:**
All prospective drivers must pass a drug screening before employment or contract activation.
2. **Random Testing:**
All drivers are subject to random drug and alcohol testing throughout the year.
3. **Post-Accident Testing:**
Drug and alcohol testing will be required immediately following any accident or incident involving a vehicle or client, in accordance with regulatory guidelines.
4. **Reasonable Suspicion Testing:**
Drivers may be required to undergo testing if there is reasonable suspicion of drug or alcohol use based on observed behavior, appearance, or performance.
5. **Return-to-Duty Testing:**
Drivers returning to duty after a positive test result or policy violation must complete a return-to-duty drug test and be cleared by management.
6. **Follow-Up Testing:**
Follow-up testing may be required as part of a rehabilitation or return-to-work program.

Prohibited Substances:

- ❑ Marijuana (including medical marijuana)
- ❑ Cocaine
- ❑ Opiates
- ❑ Amphetamines
- ❑ Phencyclidine (PCP)
- ❑ Alcohol (within prohibited limits)

Consequences of Non-Compliance:

- ❑ A positive test result or refusal to submit to testing will result in immediate suspension and possible termination.
- ❑ Drivers may be referred for counseling or rehabilitation services at management's discretion.

Confidentiality: All drug and alcohol test results will be kept confidential and shared only with authorized personnel.

Policy Review: This policy will be reviewed annually and updated to reflect legal requirements and industry best practices.

Acknowledgment: All drivers must sign an acknowledgment form confirming they have read, understood, and agreed to comply with this drug screening policy.

Effective Date:

Remilekun Sebolatan
Chief Operating Officer,
Mavride LLC

Independent Contractor