

UNIVERSAL

THEATRICAL GROUP

Universal Theatrical Group ALCOHOL AND DRUGS POLICY

The improper possession, distribution or consumption of alcohol or drugs or drug paraphernalia on Company time, in the work area, or at any work location site is prohibited. Also prohibited during working hours or immediately prior to reporting to work is the use of any medication, oral or otherwise, that detrimentally affects the central nervous system or otherwise interferes with the individual's ability to perform work properly or safely. These include, but are not limited to, amphetamines, barbiturates, narcotics or other dangerous or illegal drugs. For the employee's safety and the safety of other employees working nearby, the Production will not permit employees to work while under the influence of any of the above -mentioned substances whether prescribed by a physician or not. These prohibitions also apply in jurisdictions that have decriminalized marijuana for medical or recreational use. For clarity, employees may not bring marijuana or any related drug paraphernalia to a work location site or utilize or be under the influence of marijuana in any form while on Company time or at any work location site.

Certain drugs or substances which may be purchased "over the counter" are unsafe in certain job categories because they tend to reduce alertness, bring on drowsiness, cause a slow reaction time or thereby affect the individual's efficiency or create a safety hazard for the individual or others. These substances include, among others, some amphetamines, pain relievers and remedies for cold or hay fever. If employees require medication, they should give their physician or pharmacist a detailed description of their work. If their doctor or pharmacist has any concern with respect to the nature of their work, they should contact Company Management for assistance.

If an employee appears to be intoxicated or affected by any substance that might impair normal body function or judgment, they will be suspended from their job assignment pending investigation of the circumstances. If circumstances show that the employee acted improperly or carelessly due to the unauthorized use of alcohol or drugs, they will be subject to disciplinary action, which may result in discharge and/or prosecution, if warranted.

Employees who are convicted of, plead guilty to (including plea of nolo contendere or no contest), or are sentenced for a crime involving illegal drugs or driving under the influence, must report the conviction, plea, or sentence to General Management, Company Management, and the Human Resources Department within 24 hours. The Production may report such conviction, plea or sentence to an appropriate governmental agency when required by law or contract.

The Production reserves the right to inspect all areas of its premises for illegal drugs, including marijuana, alcohol, or other contraband. All employees and visitors may be asked to cooperate in inspections of their persons, work areas and property (such as purses, tool boxes, lunch boxes, briefcases, desks, lockers, or cars) that might contain and/or conceal illegal drugs, including marijuana, alcohol or other contraband. Employees should not expect privacy with regard to any item brought into the workplace or kept in a Company-owned or Company-provided vehicle.