

**SUNFLOWER ELECTRIC POWER CORPORATION
DRUG/ALCOHOL TESTING PROCEDURES FOR CONTRACT PERSONNEL**

PURPOSE:

In an effort to provide a work environment free from the influence of prohibited drugs and alcohol, Sunflower Electric Power Corporation ("Sunflower") has established Drug and Alcohol Policy and Procedures ("Sunflower Procedures") for all of its officers and employees. The policy states that the manufacture, possession, distribution, dispensation, use or sale of prohibited drugs and/or alcoholic beverages directly violates Sunflower's objective of operating in a safe and efficient manner. Accordingly, no contract employee or employee of an outside contractor ("Contract Employee") or business visitor or invitee shall either report to work or enter upon any Sunflower property or facility under the influence of drugs or alcohol, or improperly use or possess such substances in such places.

SCOPE:

When a requirement for drug and alcohol testing is included in a bid specification, Sunflower Procedures, or an approved equivalent Contractor program and procedures, will apply to all on-site Contract personnel.

PROCEDURE:

Upon notification of the bid award, the Contractor shall provide a copy of its drug and alcohol program for review and approval by the Sunflower Program Coordinator. Programs must meet or exceed, in Sunflower's sole judgment, Sunflower's requirements for testing and enforcement to be deemed acceptable.

ALTERNATE PROCEDURE:

In the event the Contractor does not have a drug and alcohol testing procedure that meets Sunflower standards, all Contract personnel will be required to submit for an initial drug and alcohol screening and receive a negative test result prior to commencing work, and thereafter be subject to the Sunflower Procedures.

TESTING CRITERIA:

All substance tests will include alcohol (ethanol, but not by way of limitation) and the following drugs: amphetamines (to include methamphetamine, but not by way of limitation); opiates (to include morphine, heroin and codeine, but not by way of limitation); cannabinoids (to include marijuana and hashish, but not by way of limitation); cocaine (to include benzoylconine, but not by way of limitation).

Refusal to submit to testing or a positive test for the named substances will result in the permanent barring of that Contract Employee from the Sunflower work site and other Sunflower property. Benefits or treatment programs available to Sunflower employees through the Employee Assistance Program shall not apply to Contract Employees or other persons who are not Sunflower employees and are subject to testing hereunder.

Positive results from a test will be communicated to the Contract Employee by the independent testing laboratory's Medical Review Officer with notification to the Contractor and Sunflower Program Coordinator.

REASONABLE SUSPICION TESTING:

If circumstances create a reasonable suspicion that a Contract Employee may be impaired due to the use of drugs and/or alcohol, the substance testing procedure will be followed to ensure the safety of the individual and co-workers, and to maximize the privacy of the Contract Employee involved. Reasonable suspicion or evidence requiring a Contract Employee to submit to a substance test will be deemed to exist when said Employee displays physical or physiological symptoms or reactions commonly attributed to the use of the previously named substances.

A Contract Employee demonstrating uncharacteristic actions, behavior, physical appearance indicative of substance abuse, or involved in an accident or incident may create reasonable suspicion that will be cause for substance testing. Upon reasonable suspicion, an inquiry will be conducted jointly by an appropriate Contractor management person and representatives of Sunflower management, to determine the facts of the situation, incident or accident. The results of this inquiry will provide the basis for Sunflower, in its sole judgment, to either substantiate or dismiss any suspicion of substance abuse or impairment of the Contract Employee due to substance abuse.

RANDOM TESTING:

Random substance testing of Contract Employees will occur when a Contractor is working on any Sunflower work site for more that one month.

Approved: 7/23/97