* FILM SOLUTIONS LLC. Is a DRUG FREE workplace. Film Solutions LLC. desire to provide a healthy and safe workplace that is free of illegal drugs and alcohol. To promote this goal, Film Solutions LLC. maintains a Drug and Alcohol Free Workplace policy that applies to all employees. Employees are required to report to work in appropriate mental and physical condition to perform their jobs. Use of alcohol or illegal drugs, including marijuana, while on the job can adversely affect your work performance, efficiency, and safety. In addition, the use or possession of these substances on the job constitutes a potential danger to the welfare and safety of others.

II. Standards of Conduct
* Employees should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol.  This policy does not prohibit employees from the lawful use and possession of prescribed medications taken as prescribed and that does not compromise workplace safety.  Employees must, however, consult with their doctors about the medication’s effect on their fitness for duty and ability to work safely.
The following prohibitions are in effect at all times when an employee is at work, on Film Solutions LLC. premises, operating a Film Solutions LLC. vehicle, or attending a Film Solutions LLC. function at which the employee performs services or functions on behalf of Film Solutions LLC..
• No employee shall consume or use illegal drugs, or medication or controlled substances used in a manner other than prescribed or as directed. •
* No employee shall possess illegal drugs, or other un-prescribed controlled substances.

• No employee shall work or be at work under the influence of alcohol, illegal drugs, or medication or controlled substances used in a manner other than prescribed or as directed.

• No employee shall sell, purchase, transfer, or traffic illegal or illicit drugs, controlled substances, prescribed medication, or drug paraphernalia.
Violation of any of these prohibitions will result in disciplinary action up to and including termination of employment.

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* Employees should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol.  This policy does not prohibit employees from the lawful use and possession of prescribed medications taken as prescribed and that does not compromise workplace safety.  Employees must, however, consult with their doctors about the medication’s effect on their fitness for duty and ability to work safely.
The following prohibitions are in effect at all times when an employee is at work, on Film Solutions LLC. premises, operating a Film Solutions LLC. vehicle, or attending a Film Solutions LLC. function at which the employee performs services or functions on behalf of Film Solutions LLC..
• No employee shall consume or use (including testing positive for substances prohibited by this policy even if the use occurred outside of work) alcohol, marijuana, illegal drugs, or medication or controlled substances used in a manner other than prescribed or as directed. • No employee shall possess alcohol, illegal drugs, or other un-prescribed controlled substances. • No employee shall work or be at work under the influence of alcohol, illegal drugs, or medication or controlled substances used in a manner other than prescribed or as directed. • No employee shall sell, purchase, transfer, or traffic illegal or illicit drugs, controlled substances, prescribed medication, or drug paraphernalia.
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