

## EXHIBIT L

### Contractor Drug and Alcohol Policy Requirements

#### Low Exposure

1. Contractor's employees, agents, and subcontractors (Contractor Personnel) shall not be under the influence of, use, possess, distribute or sell alcoholic beverages, or illicit or controlled drugs for which the person has no valid prescription, use, possess, distribute or sell drug paraphernalia, or misuse legitimate prescription or over-the-counter drugs on Infineum real or tangible personal property (Infineum Property). Under the influence means: (1) the presence of: (a) illicit or controlled drugs or mood or mind altering substances, (b) prescribed drugs that are used in a manner inconsistent with the prescription, (c) alcoholic beverages, or (d) metabolites of any of them in body fluids above the cut-off level established by Contractor's Policy; and/or (2) the presence of any of those substances that affects an individual in any detectable manner. The symptoms of influence may be, but are not limited to, slurred speech or difficulty in maintaining balance.
2. Contractor has adopted, or will adopt, its own policy to assure a drug and alcohol free work place on Infineum Property ("Contractor's Policy").
3. Contractor will permanently remove any Contractor Personnel who violates Paragraph 1 on Infineum Property.
4. Contractor will remove any Contractor Personnel from Infineum Property any time Contractor or Infineum suspects that individual of alcohol/drug use, or any time an incident occurs where drug or alcohol use could have been a contributing factor. An individual so removed will be allowed to return to Infineum Property only after Contractor conducts alcohol and drug testing on the individual as soon as possible following the individual's removal from Infineum property, and the Contractor certifies in writing the test identification number, the individual's social security number, the test date and time, and a negative test result. On that written certification the Contractor will include a consent signed by the individual permitting disclosure to Infineum of the test result. Contractor will not use an individual to perform work for Infineum who either refuses to take, or tests positive in, any alcohol or drug test.
5. Contractor's Policy and its implementation shall prohibit contractor and Contractor Personnel from using, possessing, selling, manufacturing, distributing, concealing, or transporting on Infineum Property any contraband, including firearms, ammunition, explosives, and weapons.
6. Infineum may, without prior notice, search the person, possessions, and vehicles of Contractor Personnel on Infineum Property. Any person who refuses to cooperate with such search will be removed from Infineum Property and not allowed to return.
7. Contractor will comply with all applicable federal, state and local drug and alcohol related laws and regulations, e.g., Department of Transportation regulations, Department of Defense Drug-Free Workplace Act of 1988.
8. Infineum shall have the right to perform unannounced audits of Contractor's alcohol and drug program to verify that Contractor's Policy and enforcement is acceptable to Infineum management.