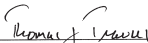


CERTIFICATE OF DRUG-FREE PROGRAM COMPLIANCE

This document is to certify that _____ has Successfully undergone drug testing, has agreed in writing to random drug and alcohol testing in the future, has attended all required training, and is, therefore, compliant in every respect with provisions of the Electrical Industry Substance Abuse Program for the plan year beginning April 1, 2009 and ending on March 31, 2010.



WorkLife Solutions



Electrical Industry Substance Abuse Program



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