

Mission Support Alliance
**General Delivery
Message**



July 11, 2014

TO: All MSA and Partner Employees
FROM: Todd Beyers, Vice President, Human Resources, MSA

SUBJECT: Company Policy Reminder Regarding Marijuana Use and Possession

PLEASE DISTRIBUTE THIS MESSAGE TO ANY EMPLOYEE WHO DOES NOT HAVE ACCESS TO A COMPUTER.

You may have read or seen news coverage concerning the opening of marijuana retail outlets as a result of the marijuana legalization initiative passed by Washington voters.

We would like to again remind **all MSA and MSA subcontractor employees that marijuana remains a controlled substance** under the Federal Controlled Substances Act. MSA will continue testing for the presence of marijuana. Testing positive for marijuana can result in employment termination under MSA's Standards of Conduct.

If you have any questions about MSA's drug-free workplace policies or procedures, please contact your supervisor or your organization's Human Resources Business Partner.