DRUG AND ALCOHOL RANDOM TESTING PROCEDURES

MidAmerican Energy Company has comprehensive Anti-Drug and Alcohol Misuse Prevention Plans that reinforce our long-standing commitment to a safe work environment. The plans establish drug and alcohol testing policies and procedures necessary to comply with federal regulations issued by the U.S. Department of Transportation and state laws. Because your position is covered under these regulations or company policy, you are subject to random drug and/or alcohol testing.

Human resources manages the random drug and alcohol testing process and partners with Advanced Workforce Strategies, Inc. (AWSI) to provide testing administration services. AWSI is responsible for the random selection of employees for drug and alcohol tests.

EMPLOYEE RESPONSIBILITY

You are required to carry and present a current valid photo ID, such as a driver’s license, passport, or company-issued picture ID to the collection site.

PROVIDING THE SAMPLE

In the case of a drug test, you must provide at least 45 milliliters or approximately two ounces of urine. If at first you are unable to provide 45 milliliters of urine, collection site personnel will direct you to drink up to, but not more than, 40 ounces of fluid. Within a three-hour time limit you will be asked to attempt to provide another specimen. In the case of an alcohol test, you must blow steadily and forcefully into the mouthpiece for at least six seconds or until the device indicates that an adequate amount of breath has been obtained.

ACCURACY OF TEST RESULTS

The company has taken necessary measures to assure that the test results are accurate. The company uses collection sites and laboratories that utilize government-approved testing methods.

The company has retained the services of an outside physician (medical review officer), who is an expert in drug testing, to review every positive test result. The medical review officer will give every individual whose drug test results are positive the opportunity to submit any medical information which might explain the test results. A second test to confirm a positive result may be requested.

CONFIDENTIALITY

Test results are highly confidential. The drug testing laboratory informs only the medical review officer of positive test results. In the case of a positive test result, the medical review officer will discuss the test with you. If the medical review officer determines that you have engaged in illegal drug use or drug use which affects job performance, he will inform the company’s designated employer representative. Similarly, alcohol test results will be revealed to the company’s designated employer representative. Test results may be revealed to third parties as required by law or regulation.

CONSEQUENCES OF REFUSAL TO BE TESTED

Failure or refusal of an employee to cooperate fully with regard to required testing done in accordance with the company’s Anti-Drug and Alcohol Misuse Prevention Plans will be grounds for termination.