

JPMC DRUG TESTING POLICY

Designated Supplier Personnel are required to take a drug screening test prior to the first day of their assignment and must pass in order to remain on assignment at JPMorgan Chase & Co. Supplier must warrant that no Supplier Personnel will be assigned to JPMC that has not successfully passed a drug test within ninety days prior to their start date. If more than ninety days have elapsed since the completion of a prior assignment, Designated Supplier Personnel must be re-drug tested before the next assignment begins. It is Supplier's responsibility to notify JPMC when any Designated Supplier Personnel are assigned prior to the first day of assignment.

Drug testing will be conducted by Supplier at Supplier's expense. JPMC, at its discretion, has the right to audit Supplier's drug test records and procedures pertaining to Designated Supplier Personnel.

It is Supplier's responsibility to warrant that it will use a drug test laboratory that is Substance Abuse Mental Health Service Administration (SAMHSA) certified and will conform to the minimum JPMorgan Chase & Co. Health Services Drug Testing Standards, a current copy of which is attached hereto as Appendix 1.

During Designated Supplier Personnel's assignment with JPMorgan Chase & Co., if there is reason to believe that their work is being impaired by a substance abuse problem, Supplier may be required to have such Designated Supplier Personnel undergo a drug screening test in order to remain on such assignment. Under certain circumstances, Designated Supplier Personnel may also be asked to take a random test for drugs or alcohol if they perform a job that could affect the safety of themselves or others. If Designated Supplier Personnel refuse to cooperate in a drug screening test, they may be subject to immediate removal from their assignment.

Supplier must notify Designated Supplier Personnel that in the event they are convicted of any drug-related crime involving the sale, manufacture, distribution of or trafficking in controlled substances, they must immediately notify Supplier, who in turn must immediately notify JPMorgan Chase & Co., and such member of Designated Supplier Personnel will no longer be eligible for such assignment. If such Designated Supplier Personnel fails to so notify Supplier, corrective action may include immediate removal from their assignment.

Compliance with the procedures set forth above will not relieve Supplier of its obligation to review its personnel or subcontractor's personnel applications and the JPMC Pre-Assignment Statements, or of its obligation regarding the selection, placement and supervision of Designated Supplier Personnel.

APPENDIX 1 TO JPMC DRUG TESTING POLICY

JPMORGAN CHASE & CO. HEALTH SERVICES DRUG TESTING STANDARDS

Testing must be performed at a Substance Abuse Mental Health Service Administration (SAMHSA) certified laboratory.

The urine specimen must be collected via the Chain of Custody (COC) Protocol.

The urine specimen must be tested for the following:

Substances:

- Amphetamines
- Cannabinoid
- Cocaine
- Opiates
- Phencyclidine (PCP)

Agents:

- Creatinine
- Nitrite
- PH

If the preliminary screening is a positive result, a confirmation test - Gas Chromatography/Mass Spectroscopy (GC/MS) - must be performed.

All positive results must be reviewed by a Medical Review Officer (MRO).

If you have any questions, regarding this standard, please contact Rebecca Mazzella as the contact for drug testing questions. Please use phone number 212-270-5558.