



Drug-Free Workplace Statement

American CyberSystems, Inc. and its subsidiaries, including but not limited to MassGenics Incorporated, Analysts International Corporation, HireGenics, Inc., and VersoGenics, Inc. d/b/a ComforceHealth (collectively referred to as “ACS Group” or “Company”), are committed to protecting the safety, health, and well-being of all employees and other individuals in our workplace. We recognize that alcohol abuse and drug use could pose a threat to these goals.

All employees of ACS Group are covered by the Company’s Drug and Alcohol policy, which is contained in the Employee Handbook. The current version of the Employee Handbook is available to internal employees on MyACS and to billable employees on the Consultant Portal.

Prohibited Conduct

ACS Group strictly prohibits the illicit use, possession, dispensation, distribution, or manufacture of controlled substances in the workplace, including ACS Group’s offices and facilities, the offices and facilities of its clients where employees are performing services, and motor vehicles in which its employees are operating for any job-related purpose.

As a condition of employment under any federal government contract, or in a position that supports such contracts, employees must abide by the terms of this Drug-Free Workplace Statement. Such employees must also notify the company’s Federal Program Director in writing if they are convicted for a violation of a criminal drug statute occurring in the workplace, and they must do so no more than five calendar days after the conviction. The Federal Program Director will receive violation reports and forward them to the appropriate agencies and offices.

Penalty

Any employee who violates this Drug-Free Workplace Statement will be subject to disciplinary action, up to and including termination of employment.