

Certificate of Participation in Drug and Alcohol Program

This is to certify that:

The Aviation Group

Is in a drug and alcohol testing program operated by eScreen, Inc. that is maintained in accordance with Department of Transportation 49 CFR Part 40 and Federal Aviation Regulations 14 CFR Part 120. The above named company is a member and full participant in the eScreen FAA consortium.

eScreen, Inc. conforms to regulations set forth in DOT 49 CFR Part 40 and FAA 14 CFR Part 120. All Random selection rates of at least 25% for drugs and at least 10% for alcohol are being maintained according to these regulations.

The minimum annual percentage rate for random drug and alcohol testing may be adjusted in accordance with the FAA Administrator's decision

eScreen, Inc.

7500 W. 110th St. Suite 500
Overland Park, KS 66210

**Effective Date: September 2006*

***Expiration Date: N / A*

*Domenica Phillips
Account Manager*



**Effective Date reflects the employer's first date of eligibility in the program.*

***Expiration Date reflects the expiration of the employer's annual membership in the program.*

eScreen, Inc. reserves the right to terminate program participation at any time due to non-compliance.