



# NOTICE

## Cannabis / Marijuana

We want to provide some communication and clarity on the upcoming changes regarding cannabis/marijuana. As many of you know, marijuana will become legal for recreational use on January 1, 2021 in the state of New Jersey. However, marijuana is still a Schedule I controlled substance according to the DEA and it is illegal to be under the influence of marijuana while operating any motor vehicle. This is especially true in regard to the operation of a commercial motor vehicle according to the Federal Motor Carrier (FMCSA) and the DOT.

Additionally, the use of marijuana is still against company policy and it is forbidden to use or be under the influence of marijuana while working or operating any company equipment (i.e. any vehicle or material handling equipment.) If you test positive for marijuana during any drug test, it will still be considered a failure. The company is required to continue to take appropriate action when a drug test failure occurs.

Please reach out to Leon Salter in Operations with any questions.

Thank you.