



To: Fieldwood Energy Employees and Contractors

From: Joel Plauche, Manager- Safety, Environmental and Compliance

Date: March 24, 2014

Subject: Synthetic Drugs – Testing and Bag Searches

Fieldwood Energy is committed to providing a safe and drug-free workplace for our employees and contractors. Fieldwood Energy's Management has demonstrated its commitment to a drug-free workplace by requiring all contractors and employees to participate in the DISA drug testing consortium. This requirement is now included in Master Services Agreements, Contracts, Master Time Charters, etc. executed between Fieldwood Energy and our contractors. This type of traditional drug testing program has been in place for many years within our industry. Requiring participation in DISA has proven to be very successful in reducing the number of employees and contractors who are testing positive for traditional illegal drugs on Fieldwood Energy property. These improved results are making our facilities and operations safer for everyone.

There are some new "synthetic" drugs that have been developed and introduced into society. **Synthetic marijuana (K2, spice, potpourri, etc.)** and **synthetic cocaine (bath salts)** have become a significant problem within our industry and in society in general. These new, illegal drugs are becoming the drug(s) of choice for individuals attempting to circumvent the traditional drug testing process.

As with any illegal substance or drug, these synthetic drugs are dangerous not only to the health and well-being of the individual users but also to their co-workers on our facilities/work sites. These "synthetic" drugs, and the paraphernalia associated with them, have been showing up on our facilities and in the possession of some personnel. This is evidence that the use of these illegal drugs is becoming a problem within our operations. We will not tolerate this behavior and are taking further measures to prevent the use or possession of these substances by personnel working at our facilities.

It is a violation of Fieldwood Energy's Alcohol/Drug Use and Search and Seizure Policy to use and/or possess any illegal drug (including synthetic drugs). Such violations are grounds for immediate removal from the facility and/or termination.

There are now approved urinalyses tests for synthetic drugs. Therefore, in addition to testing for traditional illegal drugs, Fieldwood Energy is implementing mandatory testing for synthetic drugs. We will also conduct random bag searches at all shore base locations. Should any contractor or employee test positive for a “synthetic” drug, or be found in possession of such a drug or associated paraphernalia, that individual will face the same consequences they would face for use or possession of any other illegal substance.

All personnel are subject to drug testing as part of post-accident, reasonable suspicion, or wall-to-wall (entire crew changes, locations or facilities) drug testing that is initiated by Fieldwood Energy.

Your assistance in helping Fieldwood Energy to eliminate the use and possession of all illegal substances in the workplace is needed to maintain a safe work environment for all of our employees and contractors. You can assist in our effort to eliminate drugs in the workplace by reporting any known or suspected use of illegal substances. Your reports will be kept confidential.

If you have any questions or concerns, or if you need to report the use or suspicion of use or possession of illegal substances/ synthetic drugs, please contact Tery Trahan, SEMS Supervisor. (Ph: 337-354-8025 or email Tery.Trahan@fwellc.com)

Thank you for your immediate cooperation with this matter.