

On behalf of East Penn Mfg, here is my outline:

1. History/Synopsis of East Penn Manufacturing
 - started in 1946/privately held/battery manufacturer
 - 2nd largest employer in Berks County
 - Ranked one of PA Best Places to work for the past 12 years
 - Environmentally friendly/Safety Conscious
 - Quality Driven/Prestigious Customers
 - Committed to Berks County

2. History of Growing Business
 - 1984 1200 employee 1994 3000 employees 2004 4800 employees 2014 6800 employees
 - Plans by 2017 grow to 7200+ in Berks
 - Constructing new plant
 - over 85% of jobs deal with direct manufacturing environment or driving

3. Drug Free Workplace Compliance
 - Pre-employment testing
 - DOT regulated testing for drivers
 - Reasonable suspicion
 - Post Accident
 - Random within Introductory Period
 - Failure Rates

4. Impact of Positive Drug Screens on Business
 - Safety of co-workers in heavy manufacturing environment
 - Inability to continue to grow business as needed
 - Quality of product could be affected
 - Timeliness of delivery could be impacted
 - Hitting home with local families

5. What are we doing:
 - Provide EAP for self referrals
 - Continue Hard stance on drug free compliance
 - Educate employees of dangerous effects
 - Educate local school children of our company's expectations
 - Working hand in hand with local police to investigate issues

6. Where we need help:
 - Insurance companies limit ability to properly rehab drug issues
 - Better education in schools
 - Funding for police to help better monitor and enforce more strict (faster acting) legal consequences

I hope this outline is adequate. If you have any comments, I am open to all suggestions. thanks, Alison Snyder Personnel Director