



January 25, 2016

Dear Fellow Miller Pipeline Employee:

For many years, Miller Pipeline has looked at ways to improve the way we do business. This includes becoming more efficient, more productive, safer, complying with the ever expanding laws and regulations effecting our industry, all the while paying attention to having the best quality in our work and operations. In essence, being the pipeline contractor our customer just “can’t live without”.

In looking at opportunities to improve and to blend what we do to meet our customers’ expectations, Miller Pipeline will be integrating our Federal Regulated drug and alcohol testing program and protocols to include all employees. This will be done in a non-regulated program starting February 1, 2016. Making Miller Pipeline a drug free workplace will integrate our company programs to better align with our customers’ programs. In addition, we will meet their expectations of providing our services in a drug free workplace environment.

The details of this new testing program and the testing criteria can be found on the Miller Pipeline website at the employee portal: Departments; Compliance; Drug and Alcohol Policy. Additionally, if you have any questions or would like to discuss these new testing protocols, please feel free to contact our Director of Compliance and Designated Employer Representative (DER) for substance testing, Brad Heck at 317-653-5270 for a confidential discussion.

Also, Miller Pipeline provides an Employee Assistance Program (EAP) through Optum Health Solutions. You can call them at 866-374-6061 and identify yourself as an employee of Miller Pipeline seeking assistance; all information regarding your request for assistance will be held in strict confidence.

In short, the non-regulated testing program will address the following types of testing:

- Pre-Employment
- Random
- Reasonable Cause
- Post Vehicle Accident
- Post Injury
- Property Damage/Utility Damage
- Return-To-Duty
- Follow-Up

Thank you for your continued support and participation in delivering customer-focused, quality-driven, utility solutions to our customers, making Miller Pipeline the contractor of choice.

Best Regards,

*Kevin Miller*

Kevin Miller  
President