

Cloud Peak Energy, LLC Drug/Alcohol Testing Policy Agreement

While performing contract work for Cloud Peak Energy, the company will follow Cloud Peak Energy's Drug/Alcohol Testing policy by commitment to the following:

- Prior to beginning work on Cloud Peak Energy Property, each company will have, and pass, a drug/alcohol screening.
- Should any company employee be involved in any accident or incident on Cloud Peak Energy Property regardless of the amount of property or physical damage, the employee will submit to a drug/alcohol test and the results will be made available to Cloud Peak Energy.

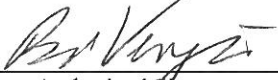
Agreed to by COMPANY:

AVAN ENVIRONMENTAL INTL INC

Print Name of Company

12/7/11

Date

By: 
Authorized Signature

Bob Venezia Project Engineer
Print Name and Title of Person Signing for Company

221 DC
Browz Registration ID