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September 26, 2012

RE: Drug & Alcohol Testing Certification of Compliance

DIANE KABZINSKI
TYM'S INC. (FAA)
414 West Arbor Vitae
Inglewood, CA 90301

The safety sensitive employees, for the period indicated below, are hereinafter referred to as a "consortium member." These are members of the DrugTestNetwork Consortium, per the United States Department of Transportation (DOT), FAA.

Period of Coverage 10-16-2012 - 10-17-2013

Consortium members have been placed into a computerized "random selection generator." Periodic drawings from this generator will result in names of consortium members being randomly selected for drug and alcohol testing.

At least 25% of the consortium will be selected each calendar year for controlled substance abuse urine testing.

At least 10% of the consortium will be selected each calendar year for controlled alcohol breath testing.

Consortium members who are selected for testing are responsible for reporting immediately for testing. Failure to test, or failure to complete a test in a timely fashion, per DOT regulations, will be deemed a "refusal to test."

All test results will be available to employing agency. All positive tests will be forwarded to the employing agency.

We remain available to answer your questions or assist you in solving problems as they may arise.

DeWayne D. Lacy
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