

ANTI-DRUG AGREEMENT

A. Prohibited Substances

The following substances are Prohibited Substances under the Program: amphetamine and its analogs (including, but not limited to, methamphetamine and MDMA), cocaine, LSD, opiates (heroin, codeine and morphine), and PCP (collectively, "Drugs of Abuse"); marijuana; steroids; performance-enhancing drugs and masking agents (collectively, "SPEDs"); and diuretics.

B. Testing

- (1) **Laboratories and Testing:** All drug tests will be analyzed by certified laboratories selected by the NBA and NBPA and approved by the Medical Director. A player will test "positive" for a Prohibited Substance at the concentration levels set forth in the CBA, if the player fails or refuses to submit to a drug test, or if the player attempts to substitute, dilute or adulterate his urine sample. A player notified of a positive result has five (5) business days to request a re-test from the NBA and NBPA. The re-test will be performed at a laboratory different from the laboratory used for the first test.
- (2) **Random Testing:** All players are subject to four random tests each season (from October 1 to June 30). All such tests are scheduled and conducted by an independent, third-party entity and are without prior notice to the player. The NBA and the NBPA are not involved in the scheduling of any tests or the selection of players for testing.
- (3) **Reasonable Cause Testing:** If the NBA or NBPA receives information that provides reasonable cause of a player's use, possession or distribution of a Prohibited Substance, the NBA or NBPA may request a hearing with the other party and the Independent Expert within 24 hours of the receipt of that information. At that hearing, the Independent Expert will decide whether reasonable cause exists, and if it does exist, will issue an authorization for testing. After an authorization for testing is issued, the NBA will arrange for testing of the player four times during the next six weeks.
- (4) **Adjudication Without Testing:** If the NBA or NBPA believes that there is sufficient evidence of a player's use, possession or distribution of a Prohibited Substance, or of his treatment outside the Program for the use of a Prohibited Substance, the matter may be taken directly to the Grievance Arbitrator. If the Grievance Arbitrator determines that the player has used or possessed a Drug of Abuse, or has distributed any Prohibited Substance, the player will be dismissed and disqualified from the NBA. If the Grievance Arbitrator determines that the player has used or possessed marijuana or a SPED, the player will be subject to the penalties for a positive test result for the applicable Prohibited Substance.

C. Coming Forward Voluntarily

Under the Anti-Drug Program, any player who voluntarily comes forward to seek treatment of a drug problem is provided with appropriate in-patient counseling and medical treatment, as prescribed by the Program's Medical Director. In order to encourage players with problems to seek help, this treatment is provided at the expense of the team, the player continues to be paid, and penalties are generally not imposed as long as the player complies with the terms of his prescribed treatment.

- (1) A player may not come forward voluntarily until he has been selected in an NBA Draft or invited to an NBA training camp. He also may not come forward voluntarily: (a) during a period in which he is subject to reasonable cause testing under the Program; (b) during a period in which he is subject to in-patient or aftercare treatment in the Program; or (c) if he has already reached Stage 2 of the Drugs of Abuse Program.
- (2) In order to come forward voluntarily, a player must directly communicate his desire to enter the Anti-Drug Program and seek treatment for a problem involving the use of a Prohibited Substance, and he must communicate this to the Medical Director of the Anti-Drug Program or a designated representative of the NBA League Office or the Executive Office of the Players Association. A player is not permitted to come forward voluntarily to a representative of a team. Therefore, any player who tells an owner or other team employee that he is having a drug problem has not come forward voluntarily within the meaning of the Anti-Drug Program and remains subject to all Program penalties.