

TNA Entertainment Drug and Alcohol Abuse Policy

1. POLICY

Illegal drug use in professional wrestling, as reported in the media and highlighted by U.S. Congressional investigations, is a continuing problem in the industry. In the interest of further emphasizing TNA Entertainment's ("TNA") stringent anti-drug stance, this policy hereby integrates the pre-existing TNA Policies and Procedures enacted May 23, 2006 into this more comprehensive policy. TNA has a vital interest in maintaining a safe, healthy, and efficient working environment. Being under the influence of a drug or alcohol on the job poses serious safety and health risks to the user and to all those who work with the user. The non-medical use and abuse of prescription medications and performance enhancing drugs and the use, sale, purchase, transfer, or possession of an illegal drug (as defined herein) in the workplace, and the use, possession, or being under the influence of alcohol pose unacceptable risks for safe, healthy, and efficient operations of TNA.

TNA further expresses its intent, through this policy, to comply with federal and state rules, regulations or laws that relate to the maintenance of a workplace free from illegal drugs and alcohol.

TNA Talent is required to abide by the terms of this policy ("Policy") and to notify TNA management of any criminal drug statute conviction for a violation no later than five days after such conviction.

2. PURPOSE

This Policy outlines the goals and objectives of TNA's drug and alcohol testing program and provides guidance to Talent concerning their responsibilities for complying with the program.

3. SCOPE

This Policy applies to all Talent and all proposed new Talent. Talent shall refer to wrestlers and other related professionals who regularly perform at TNA events pursuant to a TNA Talent Agreement ("Talent").

4. DEFINITIONS

Alcohol means any beverage that contains ethyl alcohol (ethanol), including but not limited to beer, wine and distilled spirits.

Company premises or company facilities means all property of TNA Entertainment including, but not limited to, the offices, facilities and surrounding areas on TNA-owned or TNA-leased property, parking lots, and storage areas. The term also includes TNA-owned or TNA-leased vehicles and equipment wherever located.

Contraband means any article, the possession of which on TNA premises or while on TNA business, causes a talent to be in violation of a TNA work rule or law. Contraband includes illegal drugs and alcoholic beverages, drug paraphernalia, lethal weapons, firearms, explosives, incendiaries, stolen property, counterfeit money, and pornographic materials.

Drug testing means the scientific analysis of urine, blood, breath, saliva, hair, tissue, and other specimens of the human body for the purpose of detecting a drug or alcohol.

Illegal drug means any drug which is not legally obtainable; any drug which is legally obtainable but has not been legally obtained; any prescribed drug not legally obtained; any prescribed drug not being used for the prescribed purpose; any over-the-counter drug being used at a dosage level other than recommended by the manufacturer or being used for a purpose other than intended by the manufacturer; and any drug being used for a purpose not in accordance with bona fide medical therapy. Examples of illegal drugs include but are not limited to anabolic steroids, cannabis substances, such as marijuana and hashish, cocaine, heroin, methamphetamine, phencyclidine (PCP), methaqualone, barbiturates, benzodiazepines, methadone, propoxyphene and so called designer drugs.

Legal drug means any prescribed drug or over-the-counter drug that has been legally obtained and is being used for the purpose for which prescribed or manufactured. Prescriptions obtained over the internet or from pharmacies in cities other than talent's city of residence shall not be considered to have been given for legitimate medical therapy. If requested, talent must provide documentation of an in-person consultation with the physician who prescribed the prescription.

Reasonable belief means a belief based on objective facts sufficient to lead a prudent person to conclude that a particular Talent is unable to satisfactorily perform his or her job duties due to drug or alcohol impairment. Such inability to perform may include, but not be limited to, physical signs of red or droopy eyes, dilated or constricted pupils, slurred speech, repeated tardiness in arriving for an event or disappearances from an event, time distortion, missed appointments, forgetfulness and broken promises, accidents during events and marked changes in behavior. Accidents, deviations from safe working practices, and erratic conduct indicative of impairment are examples of Reasonable Belief situations.

Under the influence means a condition in which a person is affected by a drug or by alcohol in any detectable manner. The symptoms of influence are not confined to those consistent with misbehavior, nor to obvious impairment of physical or mental ability, such as slurred speech or difficulty in maintaining balance. A determination of being under the influence can be established by professional opinion, a scientifically valid test, such as urinalysis or blood analysis, and in some cases by the opinion of a layperson.

5. PROHIBITED ACTIVITIES

Legal Drugs

When a drug test administered pursuant to this Policy yields a positive result and if such TNA Talent has been taking a drug pursuant to a prescription, then the Talent must report such use to the Medical Review Officer ("MRO") for this Drug and Alcohol Abuse Policy along with a copy of their prescription when the Talent is contacted by the MRO regarding the positive result. The MRO will notify TNA of any prescription

medications that may have screened positive. If the Talent has a verified legitimate prescription (as determined by the MRO) for the substances in which they test positive, the MRO will report the drug screen as negative and will list the prescription medications that were verified by the Talent's physician. The Talent grants permission for the MRO to discuss the details regarding the need for the prescription(s) with the physician(s) who issued the prescription(s) and also to discuss the prescription(s) with the pharmacist(s) who filled the prescription(s) and for the MRO to disclose this information to TNA.

Illegal/Prohibited Drugs.

Prescriptions obtained over the internet or in cities other than talent's main city of residence shall not be considered to have been given for legitimate medical therapy. If requested, talent must provide documentation of an in-person consultation with the physician who prescribed the medication.

The use, sale, purchase, transfer, or possession of an illegal drug at any time by any TNA talent is prohibited.

Non exhaustive list of prohibited drugs

A. Performance Enhancing Drugs which are listed on Exhibit "A" attached hereto.

(1) Peptide Hormones and Analogues: The non-medical use of Human Growth Hormone (hGH), Human Chorionic Gonadotropin ((hCG), Lutenizing Hormone (LH) and Insulin-like Growth Factor (IGF-1) is prohibited.

(2) Clenbuterol, used as an anti-catabolic drug or beta-2 agonist or for any other purpose, is prohibited.

B. Other Prohibited Drugs

(1) Stimulants. The non-medical use of amphetamine, methamphetamine, Ecstasy (MDMA), Eve (MDEA), MDA, PMA, Phentermine, Ephedrine class and other amphetamine derivatives and related compounds is prohibited.

(2) Narcotic Analgesics. The non-medical use of drugs belonging to this class, including, but not limited to, heroin, morphine and/or its chemical and pharmacological analogs and related compounds, is prohibited. Additionally, codeine and codeine based combinations, including those available over the counter in some countries, are considered prohibited drugs if used for a non-medical purpose.

(3) Benzodiazepines. The non-medical use of drugs belonging to this class, including, but not limited to, Alpha-hydroxy-alprazolam (Xanax), Lorazepam (Ativan), Nordiazepam (Valium), Oxazepam (Serax), Temazepam (Restoril) and/or chemical and pharmacological analogs and related components is prohibited.

(4) Barbiturates. The non-medical use of drugs belonging to this class, including, but not limited to, Amobarbital (Amytal), Butobarbital (Butisol), Butalbital (Anolor 300, Esgic, Fioricet, Fiorinal), Phenobarbital (Luminol, Solfoton), Pentobarbital (Nembutal, Nembutal Sodium), Secobarbital (Seconal) and/or chemical and pharmacological analogs and related components is prohibited.

(5) Diuretics. The non-medical use of diuretics, including, but not limited to, those on the list below as well as related compounds, is prohibited.

- acetazolamide
- amiloride
- bendroflumethiazide
- benzthiazide
- bumetanide
- canrenone
- chlormerodrin
- chlorthalidone
- diclophenamide
- ethacrynic acid
- furosemide
- hydrochlorothiazide
- mersalyl
- spironolactone
- triamterene

Masking Agents

The use of masking agents designed for the purpose of avoiding detection of a prohibited substance and/or compromising the integrity of the drug test is prohibited. Such use will result in the Talent being required to supply another specimen and the collection of the specimen will be observed by a person of the same sex ("Observed Collection").

Marijuana Use

All Talent will be tested for marijuana use. In each instance in which a Talent tests positive, he or she shall be fined 25% of one Pay-Per-View fee. A positive marijuana test shall not count as an offense subject to further disciplinary action under this Policy.

Alcohol Abuse

The use of alcohol to the extent of impairing the ability to perform is prohibited. The use of alcohol at any time twelve hours prior to a scheduled performance is prohibited. Testing for alcohol use or abuse in violation of this Policy shall be based on Reasonable Belief. Alcohol testing shall be based upon either blood samples or breath testing at TNA's election.

6. DRUG TESTING OF PROPOSED NEW TALENT

New Talent must take the drug test prior to being offered a TNA Talent Agreement. If a new Talent has to be retested for any reason, they will have to bear the retesting costs.

New Talent will be provided a copy of this Policy, and by execution of the Acknowledgment Form will be required to agree to comply with the terms of the Policy.

7. DRUG AND ALCOHOL TESTING OF TALENT

TNA will notify its Talent of this Policy by:

Providing to each Talent a copy of the Policy, and obtaining a written acknowledgement from each Talent that the Policy has been received and read.

Announcing the Policy at talent meetings.

TNA may perform drug or alcohol testing:

- At its discretion on a roster-wide basis;
- Of any Talent who manifests Reasonable Belief behavior;
- Of any Talent who has been identified by a reliable source that the Talent is using, possessing or selling prohibited drugs;
- On a random basis of any Talent;
- Of any Talent who is subject to drug or alcohol testing pursuant to federal or state rules, regulations or laws; and/or
- As TNA may otherwise determine in its reasonable discretion on a case by case basis.

A Talent's consent to submit to drug or alcohol testing is required as a condition of performing for TNA and the Talent's refusal to consent may result in disciplinary action, including termination of the Talent's contract, for a first refusal or any subsequent refusal.

A Talent who is tested in a Reasonable Belief situation may be suspended pending receipt of written test results and whatever inquiries may be required.

A Talent who refuses to be tested shall be treated as if they had received a positive test result for disciplinary purposes of this Policy.

TNA reserves the right to require Talent to provide a specimen via an Observed Collection.

8. COLLECTION OF SPECIMEN(S)

The Program Administrator will supervise and administer the collection of the specimen(s) under the following protocol:

Following all established urine collection protocols and procedures and maintaining the integrity of the Custody and Control Form.

Collecting the specimen at the appropriate time specified.

Measuring the temperature of the specimen to ensure it has not been manipulated. If the specimen provided by the Talent has a temperature which is out of the

appropriate range, then the Talent must provide another specimen within the normal range via an Observed Collection.

Labeling and transporting the specimen in a secured environment to the designated testing facility.

If the specimen provided by the Talent lacks the necessary chemical properties so that the Testing Facility is unable to obtain valid test results, the Talent shall provide another specimen via an Observed Collection.

9. TESTING FACILITY

All testing will be done at a facility ("Testing Facility") that has been certified by the Substance Abuse and Mental Health Services Administration (SAMHSA) of the United States Department of Health and Human Services.

10. DEFINITION OF A POSITIVE TEST

A positive test is one which confirms the presence of a prohibited drug or a metabolite of a prohibited drug above the cut off levels established by the Testing Facility.

The preliminary test of Talent under this Policy shall be considered baseline testing and shall not, if positive, subject Talent to disciplinary action. Any subsequent positive test for non-medical use after the initial baseline test shall be treated as a positive test for disciplinary reasons if, in the opinion of the MRO based on the evidence of testing and the MRO's interpretation of that evidence, the Talent has continued to use any such drugs.

For testosterone, the following standards shall apply:

1. A Testosterone/Epitestosterone (T/E) ratio greater than or equal to six (6) shall be conclusively regarded as a positive test result.
2. A Testosterone/Epitestosterone (T/E) ratio of less than six (6) shall be regarded as a negative test result.

11. DISCIPLINE

Any Talent who possesses, distributes, sells, attempts to sell, or transfers illegal drugs on TNA premises or while on TNA business will be subject to discipline up to and including termination of their contract.

Any Talent who is found to be under the influence of alcohol in violation of this Policy will be subject to discipline up to and including termination of Talent's contract.

Any Talent who is found to be in possession of contraband in violation of this Policy will be subject to discipline up to and including termination of Talent's contract.

Any Talent who is found to be under the influence of alcohol while performing for TNA and any Talent who is found through drug testing to have in his or her body an amount of an illegal drug (as defined herein) which is above the cut off levels established by the Testing Facility, with the exception of marijuana, will be subject to following penalties:

First offense – suspended without pay for 30 days.

Second offense – suspended without pay for 60 days or an indefinite suspension without pay and satisfactory completion of a drug rehabilitation program at Talent's expense. During rehabilitation, the Talent will be subject to unannounced drug or alcohol testing. Upon return from rehabilitation, Talent will be subject to unannounced drug or alcohol testing.

After Talent has completed the 30 or 60 days suspension for a first or second offense under this Policy, the Talent must pass a drug test (or alcohol test if applicable) at Talent's expense before they can resume performances for TNA.

While Talent is suspended for a first or second offense hereunder, TNA may, at its sole discretion, schedule the Talent to work some TNA events and pay their expenses for such events.

Third Offense – Contract terminated.

12. APPEAL OF A DRUG OR ALCOHOL TEST RESULT

A Talent whose drug or alcohol test confirms the presence of a prohibited drug or metabolite of a prohibited drug will be offered the opportunity of a meeting to offer an explanation. The purpose of the meeting will be to determine if there is any reason that a positive finding could have resulted from some cause other than drug or alcohol use. If a prescription for a legal drug is involved, the MRO shall have consent of the Talent to contact the prescribing physician to confirm the validity of said prescription and its legitimate medical purpose. Prescriptions obtained over the internet or by physicians who have never conducted an in-person medical consultation with the Talent will be deemed not valid. TNA through its MRO, will judge whether an offered explanation is valid. Talent will be required to supply the MRO with all requested information pertaining to a positive drug test.

A Talent whose drug or alcohol test is reported positive will be offered the opportunity to:

- a. Obtain and independently test, at the Talent's expense, the remaining portion of the urine specimen that yielded the positive result at a laboratory certified by Substance Abuse and Mental Health Services Administration (SAMHSA) of the United States Department of Health and Human Services;
- b. Obtain the written test result and submit it to an independent medical review at the Talent's expense.

13. REHABILITATION AND TALENT ASSISTANCE

Any Talent who requests time off for rehabilitation assistance, provided that the request is unrelated to an identification of the Talent as a violator of this Policy, will be allowed to take a leave of absence for a reasonable amount of time in order to complete such treatment. Such rehabilitation assistance shall be at Talent's own expense. In addition, TNA hereby reserves the right, at its sole discretion, to suspend payment of any monies due Talent during such leave of absence.

Provided that the term of the Talent's contract has not expired, Talent who is in rehabilitation or who has completed rehabilitation will not be allowed to return to

work until Talent has successfully completed the rehabilitation program and presented a written release signed by a licensed physician or recognized rehabilitation professional.

TNA will provide to any Talent, upon request, information concerning local resources that are available for the treatment of drug and alcohol related problems.

14. INSPECTIONS AND SEARCHES

TNA may conduct unannounced general inspections and searches for drugs or alcohol on TNA premises or in TNA vehicles or equipment wherever located. Talent must reasonably cooperate. Talent hereby consents to all such inspections and searches.

Search of a Talent and his or her personal property may be made when there is Reasonable Belief to conclude that the Talent is in violation of this Policy.

A Talent's consent to a search is required as a condition of their contract, and the Talent's refusal to consent may result in disciplinary action, including termination of their contract, even for a first refusal.

Illegal drugs, drugs believed to be illegal, and drug paraphernalia found on TNA's property will be turned over to the appropriate law enforcement agency and full cooperation will be given to any subsequent investigation. Substances that cannot be identified as an illegal drug by a layman's examination may be turned over to a forensic laboratory for scientific analysis or turned over to the appropriate law enforcement agency for analysis.

Other forms of contraband, such as firearms, explosives, and lethal weapons, will be subject to seizure during an inspection or search. A Talent who is found to possess contraband on TNA property or while on TNA business will be subject to discipline up to and including termination of their contract.

If a Talent is the subject of a drug-related investigation by TNA or by a law enforcement agency, the Talent may be suspended without pay pending completion of the investigation.

15. RELEASE OF INFORMATION

TNA reserves the right to disclose the identification and applicable details of Talent(s) who have been disciplined under the Policy to the public.

16. POLICY SUBJECT TO CHANGE WITHOUT NOTICE

This Policy (or any portion hereof or policies contained herein) is subject to change without notice and is binding upon all TNA Talent under contract to TNA. The list of prohibited drugs will be amended from time to time based on the Code of Federal Regulations' Schedule of Controlled Substances. TNA reserves the right to alter, modify or otherwise change the terms of this Policy without notice. TNA will make reasonable efforts to distribute such changes to the Talent. Nothing contained in this Policy shall be construed to waive any rights otherwise available to TNA under federal, state and/or common law.

17. Questions/Reporting

Anyone having questions concerning this Policy and/or anyone wishing to report drug or alcohol abuse by TNA Talent should contact the TNA Director of Talent Relations at 615-244-5557.

Exhibit "A"

Common name	Brand name
1-Androstendiol	1-AD
1-Androstendione	Adiol
Androstendiol (Δ^4 - and Δ^5 -androst-3 β ,17 β -diols)	Androsten
Androstendione (Δ^4 - and Δ^5 -androst-3,17-diones)	Myagen
Bolasterone (7 α , 17 α -dimethyltestosterone)	Equipose, Parenabol, Vebonol, Dehydrotestosterone
Boldenone (1-dehydrotestosterone)	Equi-Bolan
Boldione (androsta-1,4-dien-3,17-dione)	Methosarb
Calusterone (androst-4-en-7 β , 17 α -dimethyl-17 β -ol-3-one)	Spiropent
Clenbuterol	Alfa-Trofodermin, Clostene, Steranabol, Turinabol
Clostebol (4-chlorotestosterone)	Cyclomen, Danatrol
Danazol (17-ethynyl-17 β -ol-4-androsteno[2,3-d]isoxazol)	Oral-Turinabol, DHCMT
Dehydrochloromethyltestosterone	DHEA
Dehydroepiandrosterone	Ergo Max LMG
Desoxymethyltestosterone (5 α -androst-2-en-17 β -ol)	5 α -DHT, Anabolex, Andractim, Pesomax, Stanolone
Dihydrotestosterone	Xenabol
Drostanediol (Androstanediol)	Drolban, Masterid, Masterone, Permastril
Drostanolone (2 α -methyl-5 α -dihydrotestosterone)	
Epitestosterone (4-androst-17 α -ol-3-one) > 200 g/mL	
Estra-4,9-dien-3,17-dione	FiniGenX Magnum
Ethylestrenol	Maxibolin, Orabolin, Durabolin-O, Duraboral
Fluoxymesterone (9 α -fluoro-17 α -Me-11 β -OH-testosterone)	Anadroid-F, Halotestin, Ora-Testryl
Formebolone (formyldienolone)	
Formestane (4-hydroxyandrostendione)	Esiclene, Hubernol
Furazabol	Lentaron
4-Hydroxytestosterone	Miotolon
6α-Methylandrostendione	Formadrol
Mestanolone (17 α -methylandrostan-17 β -ol-3-one)	M-1-P
Mesterolone (1 α -Methyl-5 α -dihydrotestosterone)	Androstanolone
Methandienone (Methandrostenolone)	Proviron
Methasterone (2 α , 17 α -dimethyl-5 α -androstan-17 β -ol-3-one)	Dianabol, Metabolina, Nerobol, Perbolin
Methenolone (1-Methyl-5 α -androst-1-en-17 β -ol-3-one)	Methyl Masterdrol, Superdrol
Methandriol (17 α -Methyl-5-androst-3 β ,17 β -diol)	Primobolan, Primobolan Depot, Primobolan S
Methylnortestosterone (Normethandrolone)	Sinesex, Stenediol, Troformone
Methyl-1-testosterone (17 α -Methyl-5 α -androst-1-en-17 β -ol-3-one)	Lutenin, Matronal, Orgasteron
Methyltestosterone (17 α -Methyltestosterone)	M-1-T
Mibolerone (1 α , 17 α -Dimethyltestosterone)	
Nandrolone (19-Nortestosterone)	Android, Oreton, Testred, Virilon
19-Norandrostendiol (Δ^4 - and Δ^5 -androst-3 β ,17 β -diols)	Cheque, Matenon
19-Norandrostendione (Δ^4 - and Δ^5 -androst-3,17-diones)	Deca-Durabolin, Durabolin
Norclostebol (19-nor-4-chlorotestosterone)	Bolandiol, Nandrodiol
Norethandrolone (17 α -Ethyl-19-nortestosterone)	Norandro
Oxabolone (4-Hydroxy-19-nor-testosterone)	Anabol-4-19, Lentabol
Oxandrolone (2-Oxa-17 α -methyl-dihydrotestosterone)	Nilevar, Solevar
Oxymesterone (4-Hydroxy-17 α -methyltestosterone)	
Oxymetholone (17 β -OH-2-hydroxymethylen-5 α -DHT)	Anavar, Lonavar, Provitar, Vasorome
Probenecid, masking agent	Anamidol, Balnimax, Oranabol, Oranabol 10
Prostanozolol (5 α -androstan-17 β -ol-3-one-[2,3-c]pyrazol)	Anadrol-50, Adroyd, Anapolon, Anasteron, Pardroyd
Quinbolone (1-dehydrotestosterone 17-cyclopent-1'-enyl ether)	Proben, Benemid
Stanozolol (5 α -androstan-17 α -methyl-17 β -ol-3-one-[2,3-c]pyrazol)	Orastan-E
Stenbolone (2-Methyl-5-androst-1-en-17 β -ol-3-one)	Anabolicum Vister
Testolactone (D-homo-17 α -oxaandrosta-1,4-dien-3,17-dione)	Stromba, Winstrol, Winstrol-V
1-Testosterone (5 α -androst-1-en-17 β -ol-3-one)	
Testosterone (T/E ratio > 6)	Anatrofin
Trenbolone (Androsta-4,9,11-trien-17 β -ol-3-one)	Teolit, Teslac
	1-Test; 1-T
	Android-T, Androlan, Depotest, Delatestryl
	Finaplix-S, Finajet, Parabolan