



LCRA is a Tobacco-Free Workplace

LCRA provides a tobacco-free environment for everyone in all areas where LCRA work is performed.

This policy applies to all LCRA employees, contractors and visitors.

The use of all tobacco products is banned at all times in all areas where LCRA work is performed, including:

- All enclosed areas, such as entryways, restrooms, meeting rooms, lunchrooms and offices.
- All LCRA outdoor locations, including eating areas and parking lots.
- All vehicles owned, leased or rented by LCRA.
- All employee- and contractor-owned vehicles when parked on LCRA property or when used in the course of work while another person is in the vehicle.
- Locations of all LCRA-sponsored meetings and events on or off company premises.
- All LCRA properties, which includes LCRA easements or properties leased by LCRA.
- All LCRA work sites, which may include areas where LCRA is invited to complete work for a customer or contractor (e.g., a substation owned by an LCRA customer).

Tobacco products include cigarettes, cigars, chewing tobacco, pipe tobacco, snuff, dip and any other product that contains tobacco. The use of e-cigarettes that do not contain tobacco is permitted only in designated areas on LCRA property.

Employees who violate the policy may be subject to disciplinary action. Contractors who violate this policy may be asked to leave LCRA's property or work site.

Thank you for your support and help communicating LCRA's tobacco-free workplace policy. If you have any questions, please call LCRA Human Resources at 800-776-5272, Ext. 4004.