

## **NOTICE TO EMPLOYEES AND APPLICANTS FOR EMPLOYMENT**

Under the Iowa Smokefree Air Act, Iowa employers are required to prohibit smoking by employees, customers, vendors, and all other individuals in enclosed areas of places of employment. This law applies to Midstates, and we will comply with its obligations, and we will also require compliance from all persons entering our facilities. All employees of Midstates are required to comply with the Smokefree Air Act.

Smoking is prohibited within all enclosed areas here at our facility, including (but not limited to): work areas, private offices, conference and meeting rooms, classrooms, auditoriums, employee lounges and cafeterias, hallways, medical facilities, restrooms, elevators, stairways and stairwells, and vehicles owned, leased, or provided by the employer.

We have designated certain outdoor areas as smoking areas. These are the only areas in which individuals are permitted to smoke on our property.

If you have any questions regarding these issues, please speak with Human Resources.