



M E M O R A N D U M

TO: All Major League Presidents, General Managers and Assistant General Managers, Club Physicians, Certified Athletic Trainers, Strength and Conditioning Coaches, and Employee Assistance Professionals

FROM: Drug Policy Oversight Committee

DATE: March 15, 2022

RE: Random Drug Testing of Clubhouse Personnel

All non-playing employees and independent contractors of Major League Clubs at both the Major League and Minor League level are covered by and subject to testing under Major League Baseball's Drug Policy and Prevention Program for Non-Playing Personnel (the "Program"). Major League Club employees and independent contractors in the following Clubhouse positions (or similar positions) at the Major League and Minor League level will be subject to random drug testing during the 2022 season in accordance with the Program:

Field Manager, Uniformed Coaches, Non-Uniformed Coaches and Instructors, Athletic Trainers, Assistant Athletic Trainers, Mental Skills/Performance Coaches, Club Psychologists, Traveling Secretary, Clubhouse Manager, Clubhouse Attendants, Equipment Managers, Strength and Conditioning Coaches, Video Technicians, Translators, Massage Therapists, Chiropractors, Physical Therapists, Nutritionists, Dieticians, and Chefs.

All full-time and part-time Club employees and independent contractors holding these positions will be randomly tested at least once and up to four times during the 2022 season. As during prior seasons, the Commissioner's Office will only test employees and independent contractors in the United States and will not conduct random drug testing in any jurisdiction in which random drug testing is prohibited by law.

Employees and independent contractors will be tested for all Drugs of Abuse, Stimulants and Performance Enhancing Substances prohibited under the Program. As set forth in the Program, any individual who tests positive under the Program will be subject to discipline in the sole discretion of the Commissioner. In addition, any individual who refuses to take a test, fails to appear for a scheduled test, or attempts to evade or alter a test in any way will also be subject to discipline under the Program.

In Major League clubhouses, specimen collections will be performed by Comprehensive Drug Testing ("CDT"), the same company that performs the collections of Major League Players. In Minor League clubhouses, specimen collections will be performed by Drug Free

Sport International, the same company that performs collections of Minor League Players. Similar collection procedures and protocols that apply to collections of Players will apply to collections of Club employees and independent contractors.

All Clubs whose employees and independent contractors are subject to random testing are required to submit a list of the names of all employees and independent contractors at the Major and Minor League level holding the positions (or similar positions) listed above. Clubs already submit a list of individuals meeting the above criteria as part of the Office of the Commissioner's policy on background checks. Each Club currently has at least one designated individual responsible for submitting this list via the Background Information Gateway System (BIGS). To ensure compliance with this random drug testing policy, it is recommended that each Club's BIGS administrator verify that its personnel list is up-to-date and accurate before submission. In addition, all employees and independent contractors holding the positions listed above will receive an electronic Consent and Acknowledgement of Drug Testing form via BIGS after receipt and review of the updated personnel list from each Club. All employees and independent contractors are required to sign (via electronic signature) and return a completed drug testing within 10 days of receipt, even if they have signed a hard copy of the form in a previous season.

If you have any questions regarding the procedures described above, please call Jon Coyles at 212-931-7859 or Lindsey Ingraham at 212-931-7485.

cc: Jon Coyles
Lindsey Ingraham