


***SPORTS MEDICINE, INC.***

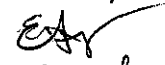
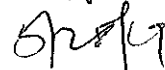
**Policy: Personal Use of Phones/Cell phones, Smart Phones, Computers and Pads**

This is meant to eliminate tweeting, face booking, e-mails and personal phone calls during work hours while allowing our employees to utilize electronic devices for work use.

When on duty at OPT and TBS, employees will not use company phones and computers, or personal phones, pads or computers, for personal business.

Written:  
Approved:

Reviewed/Revised:  
Signature:   
Date Signed:

Reviewed/Revised: 1/2019  
Signature:   
Date Signed: 

Reviewed/Revised:  
Signature:  
Date Signed: