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ANNOUNCEMENT

CASPER, Wyoming - Today, JumpingSand Ventures President & Chief Executive Officer Christopher Green announced an enterprise-wide initiative to be implemented in the near future to adopt cutting-edge "Recovery Friendly Workplace" policies.

INNOVATIVE WORKPLACE POLICIES

The following actions are intended be taken by JumpingSand Ventures to implement a "Recovery Friendly Workplace":

- Adoption of the Employee Assistance Program (EAP) that has counseling referrals, wellness engagement, and/or treatment services for all employees, but especially for those employees who:
 - * test positive for alcoholism or prohibited substances through drug testing,
 - * when potential criminal charges are pending that include unlawful alcohol use or illicit drug offenses
 - * when alcoholism or illicit drug use has been identified and/or impact work value, or
 - * suffer from mental illness related events or conditions.
- Support for employee health, wellness and/or work-life balance.
- Annual educational training regarding:
 - * Drug-Free & Alcoholism Avoidance Workplace policies.
 - * dangers and consequences of working under the influence of alcohol, marijuana, illicit drugs, or prescription drug abuse, as well as an appeals process for an employee that has tested positive or under criminal investigation regarding drug possession.
 - * alcohol abuse or inappropriate use of alcohol when at work.
 - * using or under the influence of prescription medication while at work (including medical marijuana).
 - * maintaining an accepting climate with anti-stigma and anti-discrimination culture.
 - * a clear and consistent message from the enterprise of hope in recovery.
 - * a clear and consistent message from the enterprise of belief and faith in the employee that recovery is possible.
 - * consequences of violating the policy and procedures for determining whether an employee has violated the policy.
- Implementation of quality of mental health and substance use treatment as well as a compassionate action-plan for employees who are arrested for substance use while operating a motor vehicle.
- Company-sponsored tobacco-cessation resources and annual educational training on acceptable tobacco use while at work.
- Health care benefits that adequately treat mental illness and substance use issues with the same urgency as other medical conditions.
- Regular communication from management that indicates support for employees who require hospitalization and disability leave, including planning for returning to work.
- Training for supervisors that addresses:
 - * signs and symptoms of substance use and mental health issues.
 - * impact of substance misuse in the workplace.
 - * the relationship between mental illness and substance use.
 - * intervention strategies for working with employees.
 - * identification of performance problems that may indicate worker distress and possible need for referral and evaluation
- Safeguards to protect the confidentiality of legally protected employee health information.
- Open letter containing statement of assurances of "exit with dignity" if it becomes necessary for an employee to leave his/her employment.

With the future implementation of these actions within the whole enterprise, JumpingSand Ventures seeks to be identified as a preferred employer that has leading-edge support for employees and has a workplace environment that develops, encourages, and maintains employee loyalty.

ABOUT THE COMPANY

JumpingSand Ventures is a "business incubator" company incorporated in the state of Wyoming led by Christopher Green, whose current title is "President & Chief Executive Officer". The name "JumpingSand" (a unique trade name, service mark, and brand) is spelled as all one word, with a primary logo of an Ampersand symbol bouncing through the foreground field-of-view to the background, as if kinetically in motion.

DISCLAIMER

Some of the statements in this press release may be forward-looking statements or statements of future expectations based on currently available information. Such statements are naturally subject to risks and uncertainties. Factors such as the development of general economic conditions, future market conditions, unusual catastrophic loss events, changes in the capital markets and other circumstances may cause the actual events or results to be materially different from those anticipated by such statements. JumpingSand Ventures does not make any representation or warranty, express or implied, as to the accuracy, completeness or updated status of such statements. Therefore, in no case whatsoever will JumpingSand Ventures and its affiliate companies be liable to anyone for any decision made or action taken in conjunction with the information and/or statements in this press release or for any related damages.