



**NORTON MEDICAL INDUSTRIES**

Drug and Alcohol Testing Programs to Meet Federal Requirements  
6265 Sepulveda Blvd., #13  
Van Nuys, CA 91411  
800-243-7669 | 818-779-1900 | Fax 818-779-1908

**Anti-Drug and Alcohol Misuse Prevention Program to Comply  
with 14 CFR Part 120 and 49 CFR Part 40**

**H. E. R. O. S., Inc.**

**H. E. R. O. S., Inc.** Client No. **5728**  
**627 Ruberta Ave**  
**Glendale, CA 91201**

<b>A. (DER) Designated Employer Representative</b>	<b>Heros Kajberouni</b>
<b>B. FAA 145 Operating certificate number</b>	<b>HEFR202K</b>
<b>C. Start Date of Anti-drug &amp; Alcohol Program</b>	<b>October 12, 2001</b>
<b>D. Date of Enrollment</b>	<b>October 12, 2001</b>
<b>E. Date of Enrollment Expiration</b>	<b>December 31, 2011</b>

To Whom It May Concern:

This company is participating in an Anti-Drug Testing Program and Alcohol Misuse Prevention Program to meet the requirements of 14 CFR part 120 and 49 CFR part 40 .

Marshall A. Zablen M.D.

Authorized Medical Review Officer  
Norton Medical Industries Drug Testing and Alcohol Misuse Prevention Programs

I Certify that I am authorized to represent this company in this matter, that the information in this document is correct to the best of my knowledge and belief, and that the company I represent will comply with the provisions of the Federal Department of Transportation Anti-Drug and Alcohol Misuse Prevention Program regulations.

Heros Kajberouni  
Drug and Alcohol Program Manager

Please keep this form for your compliance records