

(NO STUDENTS WILL BE DRUG TESTED)

CONSENT AND RELEASE FOR ALCOHOL AND DRUG TESTING

I understand the Company requires drug testing as a part of its selection and hiring process. I also understand that such drug testing will consist of the taking of urine or any other medically recognized test designed to detect traceable amounts of drugs in the body. I further understand that if such testing indicates the presence of non-prescribed or illegal drugs in my body in any detectable amount, I will be disqualified from further hiring consideration. I hereby give my consent to the Company to administer any or all of the above drug testing procedures to me, and to use the results thereof in further determining my employability with this Company. I understand that that this is not a contract for employment and that, even if employed, I will remain terminable-at-the-will of either the employer or myself at anytime with or without cause or notice.

I, _____, being an applicant of _____ (hereafter the "Company") hereby acknowledge that it is the policy of the company that I submit a sample of my urine for chemical or other analysis.

I further understand that the purpose of this analysis is to determine or rule out the presence of non-prescribed or prohibited dangerous controlled substances in my urine.

I hereby freely and voluntarily consent to this request for a urine specimen and agree to participate in the testing program.

I hereby and herewith release the Company, its employees, agents, and the contractors from any and all liability whatsoever arising from this request to furnish this urine sample, the testing of the urine sample, and decisions made concerning my application for employment based upon the results of the analysis.

I agree to cooperate in all aspects of the testing program.

I further acknowledge that the Company has provided me with an opportunity to ask questions related to its drug testing program and all my inquiries have been answered.

I certify that the information contained in this application is correct to the best of my knowledge, and understand that falsification or omissions in this application in any detail is grounds for disqualification from further consideration or for dismissal from employment should the Company discover the omission or falsification. I agree to conform to the rules and regulations of the Company, and understand that, if hired, I will be a "terminable-at-will" employee and that my employment and compensation can be terminated with or without cause or notice, at the option of either the Company or myself. I further understand that no personnel recruiter, manager, or interviewer or other representative of the Company, other than the President of the Company, has the authority to enter into any agreement with me for employment which differs from the foregoing, and that any such agreement with the President must be in writing.

I understand that this application is good for thirty (30) days from today's date. If I still desire a position with the Company after this application expires, it will be my duty to fill out a new application and file it with the Company. Otherwise, the Company will not consider me for employment after the application expires. Provided state law permits, I further agree to submit to alcohol and/or drug screening test, in accordance with the law. If requested of me at any time prior to or during my employment.

Signature of Applicant

Date

I hereby authorize the alcohol/drug test results be released to the Company: _____	
Signature _____	Date _____

DO NOT WRITE BELOW THIS LINE - FOR MANAGER'S/INTERVIEWER'S USE ONLY

Hiring Manager Applicant Checklist

1. Employment application completed and signed Yes No Interviewed by: _____
2. Interview conducted Yes No Date _____
3. Telephone reference check made Yes No Site location: _____
4. Pre-employment drug screening complete Yes No Date of hire: _____ Rate of pay _____
5. Proof of right to work (I-9 completed) Yes No
6. Government Programs processed Yes No

POLICY STATEMENT
PRE-EMPLOYMENT SCREENING

The Company will maintain pre-employment screening practices designed to prevent hiring individuals who use illegal drugs or individuals whose abuse of legal drugs adversely affects coordination, memory or other job skills or poses a serious safety or health risk to the user or other coworkers.

Illegal drugs mean any drug which:

- a. Is not legally obtainable or as defined illegal under federal, state or local laws.
- b. Is legally obtainable but has not been legally obtained or is not being used pursuant to proper diagnosis, treatment and usage within the control of normal medical practice.

"Legal drugs" includes prescribed drugs and over-the-counter drugs which have been legally obtained and are being used for the purpose for which they were prescribed or manufactured, and in such doses as medically prescribed by a physician and/or suggested by the manufacturer.

ALCOHOL AND DRUG CONTROL POLICY

POLICY OVERVIEW

The Company has a vital interest in maintaining safe, healthful and efficient working conditions for its associates. An associate under the influence of a drug or alcohol, while on the job, may pose serious safety and health risks. Such risks may affect not only the user, but all who might come into contact with the user. Because the possession, use, distribution, sale, manufacture or offer to sell, buy or distribute illegal drugs, or the abuse of over-the-counter drugs, or those drugs not medically prescribed to the user may impair the safety and efficiency of Company operations, such acts will be strictly prohibited.

The Company's health and future are dependent upon the health of its associates. Accordingly, it is the right, obligation, and intent of the Company to maintain safe, healthful and efficient working environment for all of its associates and to protect Company property, equipment, and operations.

Our stance against alcohol and drug use in the workplace is not a "moral" issue; rather, it is an issue that affects our health, our safety and our profits. Employees who are in a condition which impairs their ability to perform their job often endanger the safety of themselves or other co-workers. Studies show that drug and alcohol use in the workplace may be the single greatest factor responsible for industrial accidents and injuries, declining productivity, employee theft, and low employee morale.

With these basic objectives in mind, the Company has established this policy regarding alcohol and drugs.

**ALCOHOL AND DRUG TESTING POLICY PROCEDURE STATEMENT FOR APPLICANTS
FOR STUDENT INFORMATION ONLY! MANY EMPLOYERS USE THIS FORM BEFORE HIRING.**