

CONSENT AND RELEASE FORM FOR PRE-EMPLOYMENT DRUG TESTING

I understand that one of the conditions for being employed by the Company is that I must submit to a pre-employment drug screen urinalysis and that the results of such test must be negative in order for me to be eligible for hire. Such testing is in compliance with the Company's hiring policies for all positions within the Company. For applicants for a CDL position this testing is also required by Federal Motor Carrier Safety Regulations Section 391.103. The results of the drug test will be maintained by the Company's Medical Review Officer who will report whether the test results were negative or positive, and if positive the identity of the controlled substance for which the test was positive.

If I am hired by the Company and I do not remain in the employ of the Company for at least ninety days I will be responsible for reimbursing the Company for the costs associated with the pre-employment drug testing. I hereby authorize the Company to deduct such amount from my pay and if the payroll amount is inadequate, I hereby agree to reimburse the Company any remaining balance within ten days after the effective date of my resignation.

I hereby agree to submit to a drug screen urinalysis and I hereby authorize the release of the results of said test to the Company. I further agree to hold harmless the Company and its agents from any liability arising in whole or in part from the collection of specimens, testing, and use of the information from said testing in connection with the Company's consideration of my employment application. I further agree that a reproduced copy of this pre-employment consent and release form shall have the same force and effect as the original.

Signature: _____

Printed Name: _____

Date: _____

Witnessed by:

Signature: _____

Printed Name: _____