



DRUG & ALCOHOL TESTING DISCLOSURE AND RELEASE

By signing this document, you are acknowledging the following:

- As a job applicant, I freely and voluntarily agree to all types of Drug Screening including but not limited to a hair and/or urinalysis drug screen as part of my application for employment and I understand that a refusal to test, a positive confirmed drug test or a tampered with or an adulterated specimen will disqualify me from employment, even if I have started work pending the results of the medical reason will result in disqualification in my application for employment. I understand I am still completing the application process and will not officially be an employee until the company receives a negative pre-employment drug test result and have completed other required processes associated with the application and employment process. If I am employed by this company, I understand and agree to abide by this company's Drug Free Workplace policy.
- I further understand that I will be subject to random and "Reasonable Belief" (1) any and all types of Drug Screening including but not limited to urine, hair and/or alcohol testing throughout my employment.
- I understand that any and all types of Drug Screening including but not limited to drug, hair and alcohol (2) tests may be conducted by T.L. Wallace Construction, Inc or an outside agency. I authorize the release of all my drug and alcohol test results and other information concerning the same to T.L. Wallace Construction, Inc. I understand that any and all types of confirmed positive drug screening including but not limited to urine, hair and/or alcohol test results may disqualify me from employment or may result in the termination of my employment.
- I have read the foregoing statements and I understand that a copy of the related policy(s) is available upon request. I understand that T.L. Wallace Construction, Inc and/or an outside agency will conduct any and all types of Drug Screening including but not limited to urine, hair and/or alcohol testing and that refusal to submit to the same is a legitimate cause to disqualify me or terminate me from employment.

Print Name: _____ Date: _____

Signature: _____

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- (1) The drug and alcohol policy define "Reasonable Belief" as "a belief based on objective facts sufficient to lead a prudent person to conclude that a particular employee is unable to satisfactorily perform his/her job duties due to drug or alcohol impairment. Such inability to perform may include, but not be limited to, diminishment of the quality or quantity of the employee's productivity, judgment, reasoning, concentration and psychomotor control, and marked changes in behavior. Accidents, deviations from safe working practices, and erratic conduct indicative of impairment are examples of "Reasonable Belief" situations."
 - (2) Tennessee Applicants: Applicants/Employees will be subject to alcohol testing only if: (1) they apply for or occupy a "safety sensitive" position; or (2) if there is a "Reasonable Belief" that they are under the influence of alcohol while at work.