



# D. Armstrong Contracting, LLC

## NOTICE WE DRUG TEST

As a part of our commitment to a drug-free workplace, we require our applicants to submit to a drug test, effective 01/01/2018. Your refusal to take the test, or your failure to pass the test according to minimum standards, will disqualify you from further consideration for employment. If you become employment by our organization, you may be required to again submit to a drug test as requested, and your failure to pass the test in accordance with minimum standards will result in your termination of employment. All current employees are given 60 days' notice of the implementation of the Drug Free Workplace Program. After 60 days employees may be required to submit to a drug screen.

### DRUG TESTING POLICY DISCLOSURE AND CONSENT FORM

All new employees will be hired subject to passing a drug test prior to the date of employment. Any applicant who tests positive for illegal use of drugs will not be hired. Any applicant who refuses to submit to a drug test or who interferes with the test will not be hired. An applicant who has received a tentative job commitment from **D. Armstrong Contracting, LLC** will have the opportunity, prior to testing at the lab, to list all prescriptions and non-prescription drugs used and their purpose during the last 30 days. Applicants subject to testing must sign, prior to testing, an approved form consenting to the testing and consenting to the release of test results to the designated official.

### CONSENT FORM

**AS AN APPLICANT FOR A POSITION OF EMPLOYMENT WITH *D. ARMSTRONG CONTRACTING LLC*, I HEREBY CONSENT TO A TEST FOR THE PRESENCE OF ILLEGALLY USED SUBSTANCES IN MY BODY. I UNDERSTAND THAT SHOULD THE PRESENCE OF ANY ILLEGALLY USED SUBSTANCE BE DETECTED AND CONFIRMED, I WILL NOT BE HIRED. I ALSO UNDERSTAND THAT SHOULD I REFUSE TO BE TESTED IN ACCORDANCE WITH THE ABOVE POLICY OR IF I INTERFERE WITH THE TEST, I WILL NOT BE HIRED.**

**I ALSO CONSENT TO THE RELEASE OF THESE TEST RESULTS TO A DESIGNATED COMPANY OFFICIAL, AND AGREE TO HOLD *D. ARMSTRONG CONTRACTING LLC* AND/OR IT'S AFFILIATES HARMLESS FROM ANY SUCH RELEASES PROVIDED FOR HEREBY.**

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APPLICANT SIGNATURE

DATE

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