

# POSSIBLE MISSIONS

■ Making Impossible Missions Possible ■

## Pre-Employment/Pre-Placement Consent Form Pre-Employment Screens/Tests Only

I understand, as required by the Company's Policy, all prospective employees must submit to a drug and/or alcohol test, which may include an on-site screen where lawful and as provided in the Company's Policy. Applicants must provide urine, breath, blood, saliva or other designated specimen to be screened/tested for drugs and/or alcohol. If an initial drug screen is negative, the result will be reported as negative. However, if an initial drug screen is anything other than negative, a confirmatory urine drug test must be performed by an HHS/SAMHSA-certified laboratory. The laboratory results of the drug test will be reviewed, reported, and maintained by the Medical Review Officer (MRO) selected by the company. I will be given an opportunity to discuss a positive laboratory test result with the MRO before a confirmatory drug test is reported to the Company as a verified positive. I consent to the release of my screen/test results to the Company's third-party administrator (currently Absolute Background Search, Inc.), within the Company on a need-to-know basis and to additional parties in accordance with my written authorization or as otherwise required by applicable federal or state law.

I also understand that, if hired, I will be required to submit to additional drug and/or alcohol tests (which may also include on-site screens where lawful) as outlined in the Company Policy and supportive material.

I hereby agree to voluntarily submit to a drug and/or alcohol screen/test and further understand that if said screen/test(s) is verified/confirmed as a positive drug and/or alcohol test and/or if it is determined that there has been any interference with the collection or testing process (including adulteration and/or switching specimens), I will be considered unqualified for employment by the Company.

Employment is conditioned on a negative screen/test result and hiring will not become final unless I pass the required drug and/or alcohol screen/test.

***If you have any questions, please discuss them with the Company before signing.***

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

***Required if applicant is less than 18 years of age:***

I am the parent/guardian of \_\_\_\_\_. I hereby consent to his/her participation in a pre-employment drug and/or alcohol screen/test as detailed above. I understand that screen/test results will not be disclosed to me, unless required by state law.

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Parent/Guardian Name: \_\_\_\_\_

***NOTE: This certificate should be retained in a secured file.***