

All Employees Except Carpenters

I _____ understand that UNGER CONSTRUCTION CO. has adopted a Substance Abuse Policy and Program which allows for drug testing for initial employment screening, on reasonable cause and for post-accident testing. I understand that any offer of employment is subject to and conditioned on 1) my consent to take a drug test; and 2) a negative test result. I have been requested to give an oral or urine test which will test the presence of Cocaine (CO), Opiates (OP), Phencyclidine (PCP) or Benzodiazepines (BZ), Marijuana, Methamphetamines/Ecstasy (ME), and Amphetamines (AM). I understand that if this oral/urine test is non-negative or inconclusive, that I will be require to provide additional specimen which will also be tested for the above reference substances.

While I may refuse to provide an oral or urine fluid sample, I understand and agree to disciplinary action by the Unger Construction Co, up to and including discharge, may result if a sample is not provided.

Required drug testing charges for oral/urine test will be paid for by the Company.

If added testing is required upon a non-negative or inconclusive test, Unger Construction Co will not be responsible for these charges.

I have read, understand and agree to the above.

Date: _____

Time: _____

Signature: _____