

Power Equipment Maintenance, Inc.

Proven Performance/Quality Driven

PRE-EMPLOYMENT QUESTIONNAIRE

EQUAL OPPORTUNITY EMPLOYER

Authorization and Agreement Notice

For

Pre-Employment, Reasonable Suspicion, Post Incidence and Random Drug and Alcohol Testing

I understand and agree in the interest of the safety of my fellow workers, myself, the general public, and the intent of Power Equipment Maintenance, Inc., to provide a work environment free of the influence of controlled substances. My initial and continued employment is dependent upon my compliance with terms and conditions of the Power Equipment Maintenance, Inc. Policies and Procedures relative to drugs, alcoholic beverages and weapons.

I also agree to notify Power Equipment Maintenance, Inc., of any criminal drug stature conviction for a violation occurring in the workplace no later than five (5) days after the conviction.

Acceptance of employment with Power Equipment Maintenance, Inc., implies my consent to submit to examination upon demand for the presence of controlled substances/alcohol in my belongings, on my person or in my body. I further authorize the collecting agency of such specimens or examination and/or laboratory to provide Power Equipment Maintenance, Inc., with specimen test results for any and all urine, blood or sputum specimens. I understand that my employment will be terminated with Power Equipment Maintenance, Inc., if I refuse to cooperate and/or if the test results of a specimen confirm presence of a controlled substance or substances and/or alcohol.

I agree to hold the Company, its agents, directors, officers and employees harmless from any and all liability in connection with the testing for controlled substances and/or alcohol, and any other actions conducted by the Company relative to the administration of the drug, alcoholic beverages, and weapons policy.

Confidentiality

The confidentiality of any information received by PEM, Inc., through a substance abuse testing program shall be maintained except as otherwise provided by law.

Opportunity to Contest or Explain Test Results

Employees and job applicants who have a positive confirmed test result may explain or contest the result to PEM, Inc., within five (5) working days after PEM, Inc., contacts the employee or job applicant and shows him/her the positive test result as it was received from the laboratory in writing.

Active Employee Certificate of Agreement

I do hereby certify that I have received and read the PEM, Inc., Substance Abuse and Testing Policy and have had the Drug Free Workplace program explained to me. I understand that if my performance indicates it is necessary, or in the case of random testing, I will submit to a substance abuse test. I also understand that failure to comply with a substance abuse test request, or a positive result, may lead to termination of employment and denial of unemployment benefits. I understand that failure to submit to a substance abuse test or a positive test result may affect my right to obtain workers compensation benefits. I further agree to and hereby authorize the release of the results of said tests to PEM, Inc. Nothing in this consent form is to be construed as a contract between the parties.

Applicants Name: _____ **Date:** _____
(Please Print)

Applicants Signature: _____