



# 3 RIVERS COMMUNICATIONS

## PRE-EMPLOYMENT DRUG TESTING POLICY

All job applicants at 3 Rivers Communications will undergo screening for the presence of illegal drugs as a condition for employment. Applicants will be required to voluntarily submit to a urinalysis test at a laboratory chosen by the company, and by signing this consent agreement, will release the company from liability. (Any applicant with a positive test results will be denied employment at that time.) The company will not discriminate against applicants for employment because of past abuse of drugs or alcohol. It is the current abuse of drugs or alcohol, which prevents employees from properly performing their jobs that the company will not tolerate.

## PRE-EMPLOYMENT AGREEMENT

### PLEASE READ CAREFULLY

I freely and voluntarily agree to submit to a urinalysis (drug screen) as part of my application for employment. I understand that either refusal to submit to the urinalysis screen or failure to qualify according to the minimum standards set for the screen may result in immediate suspension or discharge.

In the event that employment commences prior to the employer receiving the drug test results, I understand that I will be immediately discharged if the result comes back positive.

I have read in full and understand the above statements and condition of employment.

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Applicant's Name

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Date

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Applicant's Signature