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Proven Ability & Exceptional Service
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STATE OF FLORIDA CERTIFIED WBE

Drug-Free Workplace Policy

SUMMARY OF DRUG FREE WORKPLACE POLICY

This company requires all employees to work without any alcohol or illegal, mind altering or unauthorized controlled substances (drugs) in their systems. We will also not tolerate employees manufacturing, selling, possessing, dispensing, or making arrangements to distribute illegal drugs or other unauthorized controlled substances while at work or on Company property or otherwise engaged in Company duties. Further, outside conduct which affects your work, your relationship with co-workers, or the public, or reflects badly on the Company is prohibited. Violation of these rules will subject you to discipline, including discharge.

In order to enforce these rules, we reserve the right to require employees to submit at any time to urinalysis, blood, breath, or other tests to determine the presence of prohibited substances. We will utilize confirmation tests and careful collection and testing procedures to ensure that we obtain an accurate result. We also reserve the right to search desks, cabinets, toolboxes, vehicles, bags or any other property at the Company or in its vehicles. Failure to consent to search or display for visual inspection will be grounds for termination of reason for denial of access to Company premises by any others. Searches of employee's personal property will take place only in the employee's presence. All searches under this policy will occur with the utmost discretion and consideration of the employees involved. Refusal to cooperate with the Company in any investigation will result in discipline, including discharge.

ACKNOWLEDGMENT OF RECEIPT AND UNDERSTANDING

I hereby acknowledge that I have received and read a summary of the Company's Drug-Free Workplace policy. I have had an opportunity to have all aspects of this material fully explained. I understand that the full text of the Drug-Free Workplace policy is available upon request. I also understand that I must abide by the policy as a condition of employment, and any violation may result in disciplinary action, up to and including discharge.

Further, I understand that during my employment I may be required to submit to testing for the presence of drugs or alcohol. I understand that submission to such testing is a condition of employment with the Company, and disciplinary action up to and including discharge may result in: 1) I refuse to consent to such testing, 2) I refuse to execute all forms of consent and release of liability as are usually and reasonably attendant to such examinations, 3) I refuse to authorize release of the test results to the Company, 4) the tests establish a violation of the Company's drug-free workplace policy, 5) I otherwise violate the policy. If I am injured in the course and scope of my employment and test positive, I forfeit my eligibility for medical and indemnity benefits under the Workers' Compensation Act upon exhaustion of the remedies provided in Florida Statutes 440.102(5).

I also understand that the Drug-Free Workplace policy and related documents are not intended to constitute a contract between the Company and me, and this policy is subject to change at the Company's sole discretion.

I further state that I have read the foregoing acknowledgement and understand the contents thereof and sign the same of my own free will.

Signature: _____ Date: _____

Witness: _____ Date: _____