



## DRUG AND ALCOHOL TESTING POLICY STATEMENT AND CONSENT FORM

Global Personnel Solutions, Inc. (GPS) is committed to maintaining a safe, productive work environment at all facilities and work sites to which it assigns associates and to safeguarding all property connected with such employment. Because the concern for the safety of all GPS associates is paramount, the signing of the Drug and Alcohol Testing Consent form, consisting agreement and cooperation with this policy is required of all persons as a condition of employment by GPS.

It is the policy of GPS not to assign or retain any individuals who test positive for any illegal drug in their system. The use of illegal drugs or controlled drugs, in any amount, regardless of frequency, without a medically acceptable prescription is not permitted at any time. Therefore, to rule out the presence of non-prescribe or prohibited dangerous controlled substances in the body, all GPS associates may, consistent with state law, be required to undergo a drug screening test for any or all of the following reasons:

- Pre-employment (assignment) purpose
- Continuation of employment (assignment)
- Periodic, announced (routine) testing
- Randomly to ensure consistency and continuance of policy
- For cause due to reasonable suspicion by GPS or its clients
- Post-Accident (work related injury)

In addition, GPS associated may be required to undergo alcohol screening when there is a suspicion of impairment or a critical event (work related, unusual behavior, etc.)

I understand that according to GPS policy, I may be required to submit a sample of my urine and/or other body fluids, tissue or filaments for chemical analysis. I understand that according to GPS policy, I may be required to submit a sample of my name and/or other body fluids, tissue or filaments for chemical analysis. I understand that qualified personnel will perform this analysis.

I consent freely and voluntarily to this request for a specimen of urine and/or body fluids, tissue, or filaments. The GPS, employee(s) obtaining the samples and the laboratory performing the analysis (including its employees, agents, and contractors) are no liable whatsoever arising from this request to furnish my urine and/or body fluids, tissue, or filaments, the testing of the sample and decision made concerning my employment based upon the results of the analysis.

I understand that any person refusing to take or failing to pass the drug-screening test will not be qualified for employment and/or assignments with GPS. Initial testing and conforming tests are at my expense. Retesting is at my expense, consistent with the state law.

I have read the foregoing Policy Statement and Consent Form. I further understand and agree to submit to drug and alcohol testing as part of the terms and conditions of my employment with GPS

---

Name (Please Print)

---

Date

---

Signature

---

GPS Representative