

PRE-EMPLOYMENT & RANDOM DRUG/ALCOHOL TESTING CONSENT AND RELEASE FORM

I hereby consent to submit to a drug or alcohol test and to furnish a sample of my urine, breath, and/or blood for analysis, as shall be determined by (IWS) Integrated Waste Solutions in order to meet with their policy regarding the selection of applicants for employment and in the interest of maintaining a drug free environment after employment.

I further authorize and give full permission to have (IWS) Integrated Waste Solutions and/or its authorized agents and physicians to send the specimen or specimens so collected to a laboratory for a screening test for the presence of any prohibited substances under the policy, and for the laboratory or other testing facility to release any and all documentation relating to such test to IWS. I further agree to and hereby authorize the release of the results of said test to IWS.

I understand that the current use of illegal drugs will prohibit me from being employed or doing work at or for IWS.

I further agree to hold harmless IWS and its agents and physicians from any liability arising in whole or part, out of the collection of specimens, testing, and use of the information from said testing in said connection with the Company's consideration of my application and interest in maintaining a drug free work environment.

I understand if I quit within my probation period, IWS has the authority to deduct from my final pay up to \$75.00 for drug screen cost and admin fees.

I further agree that a reproduced copy of this pre-employment & random consent and release form shall have the same force and effect as the original.

I have carefully read the foregoing and fully understand its contents. I acknowledge that my signing of this consent and release form is a voluntary act on my part and that I have not been coerced into signing this document by anyone.

APPLICANT:

Print Name: _____ SS#: _____

Signature: _____ Date: _____

WITNESS:

Print Name: _____ SS#: _____

Signature: _____ Date: _____