

## **USA DRUG-FREE WORK PLACE PROGRAM GENERAL INFORMATION AND REQUIREMENTS**

USA Environmental, Inc. has established a Drug Free Work Place Program that requires testing for substance abuse for the following situations:

1. Pre-employment testing.
2. Testing for reasonable suspicion of substance abuse.
3. Testing will be performed following on the job accidents.
4. Testing will be part of all fitness for duty medical examinations.
5. All employees participating in a substance abuse rehabilitation program will be subject to quarterly testing for a period of 2 years after program completion.
6. Random testing of all employees may be conducted to promote abstinence.
7. Employees may be tested after a 30-day or greater layoff or return to work following a leave of absence.

A copy of the company's Drug Free Work Place Policy Statement is available for applicant review before testing; a copy of the Policy Statement will be given to all new employees.

All applicants must voluntarily agree to submit to a urinalysis or other substance abuse test as part of their application for employment. Refusal to submit to the test requirements or failure to qualify with an acceptable test result will disqualify them for employment.

All applicants and employees agree to authorize release of any test results to USA Environmental, Inc. and further authorize USA Environmental, Inc. to discuss the results with medical personnel/physicians collecting the specimen, the testing facility, its directors, officers, agents, and employees responsible for administering the aforementioned test(s) of evaluation of the results thereof and any of them herein.

Applicants and employees agree to release USA Environmental and any testing facility or testing service company or any physician who have tested them from any liability arising from a release of any and all results, written reports, medical records, and data concerning the test(s) to the appropriate agency officials.

Applicants and employees must present photo identification at the time/place of drug testing.

Refusal to take future required tests or failure to meet test standards of the company as defined above may result in discharge.



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Robin Miller  
VP of Human Resources and Administration

January 1, 2023