

PRE-EMPLOYMENT CONTROLLED SUBSTANCE TESTING

The Federal Motor Carrier Safety Regulations, Section 382.113 states...

Before performing each alcohol or controlled substance test under this part, each employer shall notify a driver that the alcohol or controlled substances test is required by this part...

382.301 Pre-Employment testing requirements.

When: A controlled substance test is required before a new driver or a person transferring into a driving position from elsewhere in the company can perform any safety-sensitive function.

No employer shall allow a driver, who the employer intends to hire or use, to perform safety-sensitive functions unless the employer has received a negative test result for that driver.

NOTE: Owner-operators engaged by the company are not employees of the company, nor are they to be considered as such under this policy. However, every owner-operator engaged to provide services to the company must agree to, and successfully participate in the company's alcohol and drug testing program. DOT regulations references to employment is not to be interpreted as an employer-employee relationship.

I understand as a consideration of my placement with KKW/FTS, I must submit a urine sample for the purpose of testing for controlled substances.

I understand a positive test for controlled substances based on this test will disqualify me from the operation of a commercial motor vehicle for this company or performing safety-sensitive work. I also understand that I will be required to seek an evaluation by the substance abuse professional and complete the DOT return-to-duty process before I can return to any safety-sensitive positions.

I have read and understand the above conditions for the Pre-Employment testing.

Applicant's Name (printed)

Applicant's Signature

Date