

Drug Screen Authorization and Consent

I hereby authorize and give full permission to have Stewart Staffing Solutions, LLC and/or their medical facility to screen for presence of illegal drugs, alcohol, or prescription medication taken without a prescription.

I will hold all parties concerned harmless, meaning I will not sue nor hold responsible for any alleged harm to me or interfering with my obtaining a job or continuing employment due to not submitting to the tests or as a result of the report of the tests. This includes, but not limited to, possible clerical or laboratory error.

This policy and authorization has been explained to me in a language I understand and told if I have any questions they will be answered about the test. I understand this is a legal and binding document, which is binding because Stewart Staffing Solutions, LLC is testing me and paying for the testing.

I UNDERSTAND STEWART STAFFING SOLUTIONS, LLC WILL REQUIRE A DRUG SCREEN TEST IN ACCORDING WITH STEWART STAFFING SOLUTIONS, LLC POLICY AND THIS AUTHORIZATION AND CONSENT. MY REFUSAL TO SUBMIT TO DRUG TESTING WILL BE GROUNDS FOR TERMINATION.

Signature

Date

Printed Name

Substance Abuse Policy

It is the purpose of Stewart Staffing Solutions, LLC to help provide a drug free environment for our clients and our employees. With this goal and because of the serious drug abuse problem in today's workplace, we are establishing the following policy for existing and future employees of Stewart Staffing Solutions, LLC:

Stewart Staffing Solutions, LLC explicitly prohibits:

The use, possession, solicitation for or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on company or customer premises or while performing an assignment.

Being impaired or under the influence of legal or illegal drugs or alcohol off the company or customer premises that adversely affects the employee's work performance, his or her own or other's safety at the workplace, or the employer's reputation.

Stewart Staffing Solutions may drug test using Substance Abuse & mental Health Services Administration (S.A.M.H.S.A.) (www.samhsa.gov) standards by three methods:

Pre-Employment: As may be required by client
For Cause: When it is the company's belief that a drug problem exists (such as evidence of drugs, accidents, injuries in the workplace fights or other behavioral symptoms of drug abuse, negative performance patterns, excessive absenteeism or tardiness) for-cause testing will be utilized.

Employees of Stewart Staffing Solutions, LLC who refuse to submit to drug testing, test positive or admit to substance abuse will be subject to termination.

The results of all drug testing will be treated confidentially and for no purpose other than for Stewart Staffing Solutions, LLC to make employment related decisions.