

## Clarke Well & Equipment, Inc.

### Drug & Alcohol Testing Policy

- ❑ A drug screening will be administered as a qualification of employment.
- ❑ ALL considered applicants will be tested prior to employment.
- ❑ A positive test disqualifies applicant for employment.
- ❑ A Negative Dilute result for all Pre-employment tests requires an immediate retesting at the applicants expense to be considered for hire.

Other reasons that drug and/or alcohol testing may be required are as listed, but not limited to the following:

- ❑ Any accident within reason (to be determined by CWE management)
  - On job accidents – All possible Work Comp. Claims
  - Auto/Truck accidents
  - Yard accidents
- ❑ CDL License Renewal/Obtaining
- ❑ DOT Physical Renewal/Obtaining
- ❑ Suspicion of drug and/or alcohol use.
- ❑ Random Selection by USIS

Applicants & Employees are required to fulfill this obligation. Federal law demands our compliance. Employees refusing to be tested will be treated as a positive test result. Any employee testing positive (or refusing to be tested) on drug and/or alcohol screen will be terminated.

CWE pays for pre-employment DOT physical and (1) pre-employment drug screen. If employment is terminated for any reason within 90 days of hire, employee will reimburse CWE for all pre-employment expenses.

I have read and fully understand the company policy for drug and alcohol testing as stated above. I fully understand that I will not be eligible for employment until drug screening has been completed and that no offer of employment has been made to me.

---

Applicant Signature

---

Date