

Kimball Electronics Tampa

PRE-EMPLOYMENT DRUG POLICY ACKNOWLEDGEMENT AND APPLICANT CONSENT

Kimball Electronics Tampa has established a Drug Free Work Place Program that requires testing for substance abuse for Pre-employment testing. Employees may be tested after a 30 day or greater lay off or return to work following a leave of absence.

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

Pre-employment applicants must present photo identification at the time and place of drug testing.

I freely and voluntarily agree to submit to a urinalysis or other substance abuse test as part of my application for employment. I understand that refusal to submit to the test requirements or failure to qualify with an acceptable test result will disqualify me for employment.

By signing and dating this form, I consent to take the test(s) and authorize release of any test results to Kimball Electronics Tampa. I further authorize Kimball Electronics Tampa to discuss the results with medical personnel/physicians collecting the specimen, the testing facility, it's directors, officers, agents and employees responsible for administering the aforementioned test(s) or evaluation.

I further release any testing facility or testing service company or any physician who has tested me from any liability arising from a release of any and all results, written reports, medical records and data concerning my test(s) to the appropriate agency officials.

I further understand the above seven (7) requirements of the company's testing program and recognize that refusal to take future requested tests or failure to meet test standards of the company, may result in discharge.

I have read in full and understand the above statements and conditions of employment.

Applicant's Name *(Print or Type)*

Date

Applicant's Signature

Witness

(FORWARD A SIGNED COPY TO HUMAN RESOURCES FOR EMPLOYEE PERSONNEL FILE)