

CONSENT TO ALCOHOL AND DRUG TESTING

I hereby consent to submit to a test for the presence of drugs in my system prior to employment and at any time during my employment, to the extent permitted by law and understand and agree that any offer of employment is contingent upon the passing of that drug test. I understand and agree that at any time after I am hired, the Company may require me to submit to a test for the presence of alcohol or drugs in my system to the extent permitted by law. I consent to the disclosure of the results of any drug or alcohol tests to the Company.

In consideration of my initial or continued employment, I release my employer, its employees, officers and agents from liability and damages which may arise from collection and testing of any specimen, the test results or adverse employment action taken as a result of the testing or test results, except for any acts of negligence by those who collect or test specimens.

Signature -

Date