



- D.E.R. ACTION REQUIRED -

- Sent by FDTSI to D.E.R. on:

- D.E.R. MUST COMPLETE by:

FOLLOW-UP TESTING REQUIRED

Employee Notification Form

D.E.R. Notification:

The Company has given this employee the opportunity to participate in their Last Chance Agreement (LCA) Program. One very important element of this Program, is the employee's obligation to remain drug & alcohol free, while employed with the Company. In order for the employee to demonstrate their continuous adherence to this obligation, the LCA Program requires the employee to submit to a minimum of twelve (12) surprise, **UNANNOUNCED**, Follow-Up Drug & Breath Alcohol Tests, over the next two (2) years. This notice is intended to assist in your employee's compliance with their required testing, as outlined within their LCA. **NOTE:** This notice should **NOT** be given or verbalized to the employee, until YOU are prepared to immediately send the employee for their required testing, during their paid work time.

EMPLOYEE DIRECTIVE

The employee, listed below, is hereby directed to promptly report for their Last Chance Agreement (LCA) required Follow-Up testing, as shown below This testing shall be conducted under same-sex direct observation, as outlined within your LCA.

The employee must report no later than the date & time list below by the D.E.R..

Failing to report or arriving even one minute late, will be grounds for immediate termination under your LCA.

EMPLOYEE Testing:

DEADLINE to Test:

TESTING Location:

LOCATION Hours:

TESTING Required:

TESTING Authority:

Company Name:

Issuing D.E.R.:

D.E.R. Signature

Issue Date & Time

Employee Signature & Date

D.E.R. Questions, Concerns or Requests: Randoms@fdtsi.com or (760) 770-6068