

Pre-Employment Drug Testing Policy

All candidates who have received a written offer of employment will be required to undergo testing for commonly-abused controlled substances.

Substances Covered By Drug/Alcohol Testing

Candidates will be tested for their use of commonly-abused controlled substances, including, but not limited to: Marijuana, Opiates, Amphetamines, Cocaine, PCP, Methamphetamines, Oxycodone and chemical derivatives of these substances

Candidates must advise the testing lab of all prescription drugs taken in the past month before the test, and to be prepared to show proof of such prescription to testing lab personnel.

Testing Methods and Procedure

All testing will be conducted by a licensed independent medical laboratory, which will follow established testing standards. Testing will be conducted on a urine sample provided by the candidate to the testing laboratory under procedures established by the laboratory to insure privacy of the employee, while protecting against tampering/alteration of the test results.

Johnson Motor Sales will pay for the cost of the testing, including the confirmation of any positive test result by gas chromatography. The testing lab will retain samples in accordance with State law.

Refusal to Undergo Testing

Candidates who refuse to submit to a drug test or who fail to show up for a drug test will no longer be considered for employment.

Positive Test

If a candidate tests positive on an initial screening test, the test will be confirmed through a certified DOT drug screen lab and a Medical Review Officer (MRO). On receipt of the second positive confirmation test, the employment offer will be formally withdrawn and the candidate will be provided with a copy of the test results and the reason why he/she is no longer being considered for employment.

Right to Explain Test Results

All Candidates have the right to meet with the testing laboratory personnel, and with the Company, to explain their test results. These discussions shall be considered confidential except that information disclosed in such tests will be communicated to hiring personnel within Johnson Motor Sales the Lab who need to know such information in order to make proper decisions regarding the test results or regarding the employment of the individual.

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Right to Review Records

Johnson Motor Sales will only provide a copy of test results to candidates who test positive.

Confidentiality Requirements

All records concerning test results will be kept in medical files which are maintained separately from Johnson Motor Sales personnel files.

Testing laboratories may conduct testing only for substances included on the disclosure list provided to the individual, and may not conduct general testing related to the medical conditions of the individual which are unrelated to drug usage.

Retesting

Candidates may request a retest of their positive test results, within five (5) working days after notification by Johnson Motor Sales of such positive test result. This retest is at the expense of the individual, unless the original test result is called into question by the retest.

Re-Application and Rehire

Johnson Motor Sales understands that individuals who are rehabilitated drug users or engaged in a supervised drug rehabilitation program and are no longer using drugs are protected under the Americans with Disabilities Act. Therefore, Johnson Motor Sales will consider the applications of candidates who formerly tested positive for drugs if candidates can subsequently show evidence of rehabilitation.

I, _____, understand that Johnson Motor Sales requires a negative pre-employment drug screening prior to the start of employment. I have read and understand the Pre-employment Drug Testing Policy and agree to complete testing as a condition of employment with Johnson Motor Sales.

Applicant Signature

Date

Johnson Motors Representative

Date