

**PRE-EMPLOYMENT
PHYSICAL AND DRUG SCREENING
APPLICANT CONSENT AND RELEASE FORM**

Use of drugs or alcohol in the workplace represents a serious risk to job safety and productivity. As such, O'Halloran International, Inc. uses pre-employment drug testing as part of our employment application process. Applicants may request a copy of our drug policy to further review our standards and types of testing.

I understand that any offer of employment to me by O'Halloran International, Inc. is contingent upon the successful outcome of a physical examination and drug screening test. I hereby consent, upon a conditional job offer, to take a physical examination which will include a urine analysis drug screen, performed at an approved laboratory, with the results reviewed by a Medical Review Officer prior to the results being reported to O'Halloran International, Inc. All information relative to the medical examination and drug test will be used and maintained in strict conformity with the law.

I understand that if I refuse to take a required drug test, unreasonably fail to provide an adequate test sample, or if the test results show a confirmed positive test for drug use in violation of the Company's policy, I will be considered unqualified for employment.

I hereby consent to submit to a drug test performed and reviewed by a person or entity in a manner consistent with the Company's policy and Iowa law.

I hereby authorize the release of my physical examination and test results to authorized laboratory and medical personnel including a designated representative of the Company. By this authorization, I hereby also release, to the extent permitted by law, said laboratory, medical, and Company personnel from any and all liabilities said to arise from the test or the use of any test information with the Company's drug testing program including an assessment of my qualifications to be employed with the Company.

I (please print) _____ acknowledge that I have read and understand the above information.

(Applicant's Signature)

(Date)