

## **Elegance Limousines and Black Car Services-Drug and Alcohol Policy Acknowledgement and Consent Form – Sign and Submit**

I have received and read the Company's Drug and Alcohol Policy (attached to this Acknowledgment and Consent Form). I agree to abide by the terms of that Policy as a condition of my initial and continued employment.

I understand that the Company requires a post-offer Drug test which may involve the testing of my blood, breath, urine, saliva, or other samples to determine the presence or use of drugs and/or alcohol. I understand that, once hired for any position with [your company], I may be subject to additional Drug testing under anyone or more of the circumstances set forth in the Company's Drug and Alcohol Policy. I further understand that, as an applicant for employment, if I decline to sign this Consent Form and/or decline to submit to a post-offer Drug testing, the Human Resources Department will be notified, and I will be ineligible for employment. I also understand that if I decline to submit to Drug testing after commencing employment, I may be subject to disciplinary action and may be deemed to have resigned from employment. I hereby consent to the collection of my blood, breath, urine, saliva, and other samples, and to the Drug testing and other medical testing of those samples.

I further consent to and hereby authorize the release of the screening and/or medical test results and other relevant medical information to the Company and/or its designated agent and/or representative. I further understand that the Company has the right to search my personal effects and property, while on Company property, including, but not limited to, lockers, desks, files, lunch boxes, purses, bags, briefcases, and private vehicles parked on Company property, and I hereby consent to any such searches. I agree to hold harmless the Company and its agents and/or representatives from any liability arising, in whole or in part, out of any search, and the use and/or disclosure of information obtained from any such search, or Drug testing. I agree that a reproduced copy of this Consent Form shall have the same force and effect as an original. I acknowledge that I have carefully read this Acknowledgment and Consent Form and fully understand its contents. I acknowledge that my signing of this Consent Form is a voluntary act on my part and that I have not been coerced into signing this document in any way. Finally, I acknowledge that I have been given a copy of this Acknowledgment and Consent Form.

**Name (Printed)** \_\_\_\_\_ **Witness** \_\_\_\_\_

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_