

DRUG TESTING AND TEMPORARY EMPLOYMENT STATUS

It is the policy of Alaplex AutoTransport, LLC and its affiliates (the “Company”) to have a drug-free environment. All final candidates being considered for employment by the Company must submit to and pass a drug test prior to receiving full-time or part-time employment status. Any candidate who refuses to take, fails to provide an adequate sample for, provides an adulterated sample for, or who subsequently fails the drug test will be permanently ineligible for hire.

The drug test will be conducted by a certified laboratory with all data to be held in confidence except as otherwise necessary to carry out the terms and objectives of the Company’s policies. It is your responsibility prior to the drug testing to inform the laboratory of any medication, prescribed or non-prescribed, that you may be taking and/or have taken within the last sixty (60) days prior to the testing.

In the event you are requested to begin work prior to our receipt of your drug test results, your employment status will be classified as “temporary.” To that effect, please read and sign the following release:

I understand that if I am hired prior to the Company’s receipt of my drug test results, my status is “temporary.” I understand that if the drug test results are negative, my status will change from “temporary” to full-time or part-time, and if the results are positive, I will be terminated as a temporary employee and will become ineligible for rehire in any status.

I consent to the release of the results of any drug test to authorized representatives of the Company for appropriate review. I release and discharge the Company and its affiliates, including but not limited to Alaplex AutoTransport, LLC, stockholders, directors, officers, and employees, as well as any other person charged with liability or responsibility, from any and all claims and demands arising from the drug test and/or any effect that the test, or the refusal to take such test, may have on my employment status or my eligibility for rehire in any status. This release expressly includes any clerical or laboratory error. I further acknowledge and agree that if I am hired in any status (including temporary, full-time, or part-time), I am hired as an “employee-at-will” and can be terminated at any time for any reason, with or without cause.

Signature

Date

Print Name

Social Security Number