



**Applicant Acknowledgment of Receipt and Understanding
of Provisional's Substance Abuse Policy**

The undersigned Job Applicant acknowledges that he or she has received a copy of and has reviewed and understands Provisional's Substance Abuse Policy. Further, the Job Applicant agrees to comply in all respects with such policy. The Job Applicant agrees and consents to the substance testing, substance testing procedures, and provision of positive or negative test results to the employer as described in such policy, and releases Provisional and its agents, contractors, directors, officers, and employees from any claim arising from or incident to substance testing in accordance with such policy.

DATED this _____ day of _____, 200__.

Job Applicant Signature

Consent To Testing

Job Applicant acknowledges that Job Applicant is now required to submit to a drug test, that either refusal to submit to a drug test or a verified positive test shall result in the conditional offer of employment being withdrawn and Job Applicant not being hired.

DATED this _____ day of _____, 200__.

Job Applicant Signature

Employee Acknowledgment Addendum

I understand the company's communications systems, including voicemail, telephone, facsimile, computer, network, Internet, and electronic mail systems may be accessed, monitored, reviewed and disclosed to others by the employer. I recognize that I have no expectation of privacy in these systems and consent to the employer's monitoring and disclosure policies.

Applicant's Signature

Date

Witness' Signature

Date