DRUG TESTING: APPLICANT CONSENT FORM

As an applicant, I understand that any offer of employment may be contingent upon passing a test for the presence of drugs and alcohol performed by the Bank’s designated party prior to the starting date of employment. Any applicant who tests positive for the illegal use of drugs will not be hired. Any applicant who refuses to submit to a drug test or who interferes with the drug screening will not be hired.

An applicant who has received a conditional job offer from the Bank will have the opportunity, prior to testing at the lab, to list all prescription and non-prescription medications used and their purpose during the last 30 days.

CONSENT

As an applicant for a position of employment with AgFirst Farm Credit Bank, I hereby consent to a drug screening to test for the presence of illegally used substances in my body. Should the presence of any illegally used substance be detected and confirmed, I understand that I will not be hired. I also understand that should I refuse to be tested in accordance with the above stated policy or if I interfere with the test, I will not be hired.

I understand and consent freely and voluntarily to the Bank’s request for urine or other specimen or sample. I hereby release and hold harmless the Bank, the laboratory, their employees, agents, and contractors from liability arising from this request to furnish this or any specimen or sample, the testing of the specimen or sample, and any decisions made concerning my continued employment, based on the results of the tests. I give my permission to any Bank employee, designated physician, laboratory, hospital, or medical professional to release the results of these tests to the Bank, and I release any such institution or person from liability whatsoever arising out of the release of this information.

I understand that this consent form, as well as the results of the drug and alcohol detection tests will become an employment record and will be retained by the Bank as required by law. I understand that the federal Health Insurance Portability and Accountability Act (HIPAA) protected health information rules do not apply to an employment record and that medical information contained in employment records may be disclosed to those who have a need to know. The Bank, however, will comply with the medical privacy rules required by other laws.

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Applicant Signature

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Print Applicant Name

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Date

