**Substance Abuse Testing Services (SAT) Addendum**

THIS Substance Abuse Testing Third Party Administrator Services Addendum is entered on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (“**Effective Date**”), by and between Vetzu Inc, an Illinois corporation, located at 1700 Park Street, Suite 212, Naperville, IL- 60563 (“**Vetzu**”), and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ “**Client**,” a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ corporation, with its office at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

This SAT Addendum serves as a supplement to the parties’ Master Services Agreement (“**MSA**”) dated \_\_\_\_\_\_\_\_\_\_\_and does not modify, amend, or delete any existing terms therein, except as expressly set forth in this SAT Addendum. Unless as otherwise provided herein, capitalized terms in this SAT Addendum shall have the same meaning as set forth in the MSA.

1. **SERVICES**

Upon Client’s request and subject to the terms and conditions of the MSA, including this SAT Addendum and any pricing documents between the parties, Vetzu agrees to provide or facilitate the provision of substance abuse (i.e., drug and alcohol) testing, medical review officer (“**MRO**”) and related program administration and other services, in connection with Client’s screening of Applicant(s). All reports and screening results, regardless of format, provided by Vetzu to Client pursuant to this SAT Addendum are Screening Report(s). Client hereby certifies that all of its orders for Screening Report(s) from Vetzu shall be made, and the resulting reports shall be used, for Fair Credit Reporting Act, permissible purposes only. References to “Screening Report” may refer to an entire Screening Report for an Applicant, as well as any and all specific information contained in such Screening Report. Client acknowledges and agrees that a Client-ordered Screening Report may be combined with one (1) or more Client-ordered Screening Report(s) and the result may be one (1) Screening Report for an Applicant. Client further acknowledges and agrees that certain products and Services hereunder may be provided by or through Vetzu’s affiliates and/or subsidiaries and/or third party vendors.

As a condition precedent to receiving the Services under this SAT Addendum, Client agrees to, in all situations where legally required, (a) maintain and distribute a written drug and alcohol testing policy, and only conduct drug and alcohol testing with respect to Applicants in a manner consistent with such policy and applicable Laws, and/or (b) obtain legally compliant written consents and releases from each Applicant for employment, authorizing Vetzu (as an agent) to receive their individual test results directly from the laboratory or clinic administering such tests on behalf of Client. Client represents and warrants that to the extent legally required, its written drug and alcohol testing policy was in effect and/or all such consents were obtained prior to requesting Vetzu (and its relevant third party vendors) to provide Services hereunder.

Vetzu will maintain reasonable procedures designed to properly transmit test results to Client, but Client acknowledges and agrees that for the fee charged, Vetzu does not in any way warrant, certify, or guarantee the accuracy of any test result reported, and that Vetzu is operating only as a distributor of products and services and does not in any way warrant the products or Services or any specific use thereof. Accordingly, in the event Client conclusively determines that test results provided by Vetzu hereunder were transmitted or communicated incorrectly by Vetzu, Client’s sole and exclusive remedy from Vetzu shall be for such test results to be re-transmitted or re-communicated to Client properly.

1. **CLIENT OBLIGATIONS** 
   1. Regulatory Compliance: Client shall be responsible for identifying and complying with all Laws applicable to Client in connection with its obligations in this SAT Addendum, including but not limited to those affecting the circumstances in which Applicants may be tested, those related to making appropriate disclosures and those related to obtaining appropriate consent from each Applicant as part of the testing process.
   2. Authorization for Additional Testing: Client authorizes Vetzu, in its good faith discretion, to request specific information from any individual and/or to order additional tests as necessary or appropriate and related to tests performed for Client. Client agrees to pay for additional costs, fees and expenses related to such information requests or additional testing performed.
   3. Delayed Results: Client acknowledges that performance of necessary verification procedures may be dependent upon cooperation by Client representatives, tested Applicants, personal physicians and/or health care providers that may possess relevant information. Client agrees that Vetzu shall have no responsibility for Services or service levels that are delayed or cannot be provided due to lack of such cooperation.
   4. Disclosure/Authorization Retention: Client shall keep and maintain copies of all Applicant disclosure and authorization forms and Applicant notices for a minimum period of five (5) years (or such longer period as may be required by applicable Laws) and Client shall promptly make available to Vetzu for compliance review purposes such records and other documentation reasonably requested.
2. **VETZU OBLIGATIONS** 
   1. Regulatory Compliance: Vetzu shall be responsible for identifying and complying with all Laws applicable to Vetzu in connection with its obligations in this SAT Addendum. Vetzu may act as a Third Party Administrator (“**TPA**”) as that term is defined by the U.S. Department of Transportation (“**DOT**”) in administering Client’s drug and alcohol testing program and will comply with DOT regulations to the extent applicable in fulfilling its obligations in this SAT Addendum.
   2. Medical Review Officer: MRO services provided under this SAT Addendum shall be performed in accordance with Client-specific requirements, if any.
   3. Vetzu will use reasonable efforts to promptly report non-negative test results after receiving all necessary testing results and documentation required for reporting.
   4. If applicable, test information maintained by Vetzu for DOT testing programs will be provided to Client for its use in completing the DOT Drug and Alcohol Testing MIS Data Collection Form.
   5. Except as otherwise required or authorized by applicable Laws, Vetzu will not release individual test results to any person without first obtaining specific written authorization from the tested Applicant; provided, however, that nothing in this paragraph shall prohibit Vetzu from releasing such information to: (a) Client or its agents; (b) any federal, state, or local agency with regulatory authority over Client’s testing program, the tested individual, or as part of an accident investigation, etc.; (c) comply with its legal obligations related to requests resulting from legal action initiated by an Applicant, including but not limited to lawsuits, unemployment hearings, workers’ compensation hearings, or grievances; or (d) in response to court orders or valid subpoenas.
3. **SIGNATURE AUTHORITY**

Each party represents that it has caused this SAT Addendum to be executed on its behalf as of the date written below by a representative empowered to bind that party with respect to the obligations in this SAT Addendum.

**FOR CLIENT: FOR VETZU:**

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| Client Representative Signature: |  | Vetzu Representative Signature: |
| Print Name: |  | Print Name: |
| Title: |  | Title: |
| Date: |  | Date: |