

**GOLDEN BOY PIES, INC.
SUBSTANCE ABUSE POLICY**

CONSENT FORM

I, _____, have read the **GOLDEN BOY PIES, INC., Substance Abuse Policy**, as modified May 1, 2006, which consists of three pages. I understand the Substance Abuse Policy, and I agree to comply with this policy, as revised effective on May 1, 2006.

As a requirement of pre-employment, continued employment, or an independent contractor's contracting with **GOLDEN BOY PIES, INC.**, I authorize **GOLDEN BOY PIES, INC.**, to conduct, through an independent laboratory selected by them, a substance screening of a specimen of my urine.

I authorize such laboratory to release all information pertaining to such substance screening directly to Golden Boy Pies, Inc., and/or its authorized representative.

I understand that my urine specimen will be examined for the presence of drugs or drug metabolites and/or alcohol (ethanol). I further understand that the presence of one or more of these drugs or drug metabolites and/or alcohol in my urine specimen may cause one of the following: 1) Rejection of my employment application; 2) Rejection of my independent contractor's contract or, 3) Disciplinary action, termination of my employment or termination of my independent contractor's contract.

I understand the **GOLDEN BOY PIES, INC.**, Substance Abuse Policy as it relates to all conditions for employment, application for employment, or independent contractor's contract.

I also understand that refusal to submit to a substance screen, as outlined by the **GOLDEN BOY PIES, INC.**, Substance Abuse Policy, will cause one of the following to occur: 1) Voluntary withdrawal of my application for employment, 2) Termination of my employment (if already employed) or, 3) Termination of my independent contractor's contract.

Signed Date

Social Security #

Street Address

City State Zip

Home Phone Work Phone

Witness

Distribution: Original to Personnel File/Independent Contractor's File
Copy to Employment Applicant (*in Handbook*), Employee, or Independent Contractor
Copy to Screening Service/Laboratory (*on request*)

GOLDEN BOY PIES, INC.

SUBSTANCE ABUSE POLICY

In order to assure a safe, efficient, and drug-free workplace, GOLDEN BOY PIES, INC., has adopted the following policy, which became effective on January 1, 2002, and was modified to its present form effective May 1, 2006.

USE PROHIBITED

No employee or independent contractor will report for work or will work while under the influence of any substance, including alcohol (ethanol), or drug, except with management's approval. This approval will be limited to lawful medications and will be based strictly on an assessment of the employee's or independent contractor's ability to perform his or her regular duties safely and efficiently. "Under the influence" used herein shall mean the use of any substance that affects an employee's or independent contractor's judgment or motor senses, (e.g., sight, hearing, balance, reaction, and/or reflex). Any violation of this policy will result in disciplinary action, discharge or termination of independent contractor's contract.

EMPLOYMENT APPLICANTS OR INDEPENDENT CONTRACTOR PROPOSALS

Prior to assuming any job, an applicant or independent contractor will be subject to substance screening. Refusal to submit to such screening will render the employment application or independent contractor's contract null and void.

EMPLOYEES OR INDEPENDENT CONTRACTORS

The substance screening of employees or independent contractors will be in accordance with circumstances described below.

PROBABLE CAUSE / REASONABLE SUSPICION TESTING

When there is reasonable evidence to suggest any employee or independent contractor has reported to work or is working under the influence of a substance, alcohol or drug, he or she may be directed to submit to substance screening. Refusal to submit to such screening will be treated as a positive result and disciplinary action, discharge or termination of independent contractor's contract will occur. Reasonable evidence will be observed and documented by at least two supervisors, or one supervisor and an employee or independent contractor.

BIENNIAL TESTING (DOT)

Drivers may be required to submit to substance screening at least once every two years during the medical examination required by the Federal Motor Carrier Safety Regulations.

POST-ACCIDENT / INCIDENT TESTING

Following an occupational job injury requiring transportation to a medical facility for treatment, or following a serious or potentially serious accident involving damage to company property, (including but not limited to, vehicles and other equipment), all employees or independent contractors involved and within the immediate vicinity of the incident may be directed to submit to substance screening. Refusal to submit to substance screening will be treated as a positive result and disciplinary action, discharge or termination of independent contractor's contract will occur.

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RANDOM TESTING

Employees or independent contractors will be subject to substance screening at any time on a random basis, as a term and condition of retaining employment or continuing as independent contractors. Any refusal by an employee or independent contractor to participate in random screening will be treated as a positive result and disciplinary action, discharge or termination of independent contractor's contract will occur.

POSSESSION PROHIBITED

While on company premises, no employee or independent contractor will possess any quantity of any substance, drug or alcohol, lawful or unlawful, except for authorized substances. "Company premises" used herein shall include all property, facilities, land, building, structures, fixtures, automobiles, trucks, and all other vehicles, (whether owned or leased), parking areas, job sites of a customer, and travel to and from those job site locations while in the course of company business. "Possess" used herein shall mean to either have upon or within an employee's or independent contractor's person, personal effects, motor vehicle(s), toolboxes, clothing, or areas substantially entrusted to the control of the employee or independent contractor, to include but not be limited to such areas as desks, files, or lockers, any quantity of any substance, drug, or alcohol, lawful or unlawful, except for authorized substances. Authorized substances include only the following:

1. Lawful over-the-counter drugs (excluding alcohol), which are available and consumed only in reasonable quantities.
2. Other lawful (prescription) drugs or alcohol, the possession of which has been approved in advance by management.

SUBSTANCE SCREENING

For purposes of assuring compliance with the above, employment applicants, employees or independent contractors will be subject to substance screening under the circumstances described below. In addition, any DOT driver involved in transportation for the company will be required to meet the Federal Motor Carrier Safety Regulations in regard to Substance Abuse Testing. "Substance Screening" used herein shall mean the testing of a urine specimen to determine the presence of a drug or drug metabolite and/or alcohol in the body. A "Positive Result" used herein shall mean that a testing laboratory has identified the presence of a drug or drug metabolite and/or alcohol in the urine specimen submitted.

Any employment applicant, employee, or independent contractor, who, as a result of substance screening, is found to have detectable levels or identifiable traces of a prohibited drug, substance, and/or alcohol in their urine specimen, *without having provided an explanation satisfactory to management personnel*, will be considered in violation of this policy. If the substance-screened individual was an employment applicant, or an independent contractor not currently under contract, the employment application or the proposed contract will become null and void. If the substance screened individual was an employee or a current independent contractor, then disciplinary action, discharge or termination of independent contractor's contract will occur.

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INSPECTIONS

For purposes of assuring compliance with the prohibition of possession, the company reserves the right to conduct inspections of employees or independent contractors and their personal effects, including but not limited to, desks, files, lockers, toolboxes, clothing, and vehicles. Inspections will be performed with concern for each employee's or independent contractor's welfare and personal property. Any refusal to submit to such an inspection shall be treated as an act of insubordination or breach of contract, and disciplinary action, discharge, or termination of independent contractor's contract will occur.

PRIVACY

The results of a substance screening will be considered as a medical report and will therefore be treated with strict confidentiality. The results of a substance screening will not be released to any other person or other employer without the written authorization of the substance screened individual. Substance screening results will become a part of an employment applicant's or employee's personnel file, or independent contractor's file.