

AIM NATIONALLEASE

CONTROLLED SUBSTANCE & ALCOHOL ABUSE

I. Policy:

Under the terms of the Department of Transportation Controlled Substances and Alcohol Use and Testing Part 382, we are required to establish a drug and alcohol abuse policy for operators of commercial motor vehicles subject to CDL requirements of Part 383. This includes Drivers and Mechanics. I understand the following testing is required to meet regulations: pre-employment, random (as managed by DDTA service, Inc.), reasonable suspicion, post accident, return to duty and follow up.

Please initial below to indicate that:

_____	You have received this statement
_____	You have read it and/or been informed of its contents
_____	You agree to abide by this policy in all respects

II. Retest Policy:

In the event that test results are contested, I understand the cost of the retest is my responsibility.

III. Reimbursement of Post Offer Screens:

I understand that should I choose to terminate my employment relationship with Aim NationaLease / Aim Dedicated Logistics (hereafter called The Company) within 30 days of my start date, The Company is authorized to deduct the costs of any post-offer drug screen (\$50.00) and/or post offer physical (\$50.00) from my final pay.

NOTE THAT OUR POLICY REQUIRES YOU TO ACKNOWLEDGE AND AGREE TO THE ABOVE STATEMENTS AS A CONDITION OF CONTINUED EMPLOYMENT.

Acknowledged and Agreed:

Employee's Signature

Print Employee's Name

Date

Aim Representative

Date