

NC AUTO PARTS, LLC

DRUG TESTING PROGRAM

NC Auto Parts has a vital interest in maintaining safe, healthful and efficient working conditions for its customers and employees. Using or being under the influence of drugs and/or alcohol on the job may pose serious safety and health risks not only for the user, but the public and all those who work with the user. The possession, use or sale of an illegal drug or controlled substance may also pose unacceptable risks to safe, healthful and efficient operations.

To meet this compelling interest, individuals who wish to be considered for employment must agree to **PREEMPLOYMENT DRUG AND ALCOHOL TESTING AND RANDUM TESTING WHILE EMPLOYED.**

By completing and signing this Notice and the attached Application of Employment, the applicant understands and agrees to submit to drug and alcohol testing during the course of employment as provided for in NC Auto Parts Drug and Alcohol Policy. The applicant further understands and agrees to release NC Auto Parts and its directors, officers, agents, employees, parents, subsidiaries and affiliated concerns from any and all liability, clams, demands, damages and causes of action of every kind and nature arising out of or resulting from or in connection with submitting to drug and alcohol testing and any decision concerning employment made by NC Auto Parts, in whole or in part, based upon the results of drug and alcohol testing. Failure to attend a scheduled appointment for re-placement testing may result in withdrawal of the offer of employment. Submission of an altered or adulterated specimen or the substitution of specimen by the applicant shall be considered a falsification of an application and the applicant will be ineligible to apply for employment with NC Auto Parts, for a period of one (1) year. The cost of preemployment drug testing is the sole responsibility of the applicant. If the drug test is negative, NC Auto Parts, will reimburse the employee for the cost of the drug test once the employee begins working for NC Auto Parts.

AN APPLICANT WHO IS UNWILLING TO AGREE TO THESE CONDITIONS SHOULD NOT APPLY FOR EMPLOYMENT WITH NC AUTO PARTS.

Applicant's Signature

Date

List any job skills which you feel are relevant to the position you are applying for;

EMPLOYMENT HISTORY

Start with your last job. Include military service assignments and volunteer activities. All information should be completed and any time lapse should be noted.

Employer: _____ Telephone: _____ Job Title _____
Address _____ Dates From _____ To _____ Supervisor: _____
Reason for leaving: _____

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Address _____ Dates From _____ To _____ Supervisor: _____
Reason for leaving: _____

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Address _____ Dates From _____ To _____ Supervisor: _____
Reason for leaving: _____

Please account for all periods of unemployment in space provided between posit

GENERAL DRIVING RECORD

To date I have driven trucks for _____ years, covering approx. _____ miles. The date of my last accident while driving a commercial vehicle was _____, since that time I have driven approx. _____ accident free miles.

PERSONAL REFERENCES

Name _____ Phone _____ how long have you know _____ years

Name _____ Phone _____ how long have you know _____ years

Name _____ Phone _____ how long have you know _____ years

APPLICANT: READ AND SIGN BEFORE SUBMITTING THIS APPLICATION

I understand that the employer follows an “employment at will” policy, in that I or the employer may terminate my employment at any time, or for any reason consistent with applicable state or federal law; this “employment at will” policy cannot be changed verbally or in writing, unless the change is specifically authorized in writing by the chief operating officer of the organization. I understand that this application is not a contract of employment. I understand that federal law prohibits the employment of unauthorized aliens; all persons hired must submit satisfactory proof of employment authorization and identity; failure to submit such proof will result in denial of employment.

I understand this application will be active for a period of 60 days; after that time, if I wish to be considered for employment, I must submit a new application.

I understand that the employer will thoroughly investigate my work and personal history and verify all data given on the application, on related papers, and in interviews. I authorize all individuals, schools, and firms named therein, except my current employer if so noted, to provide any information requested about me, and I release them from all liability for damage in providing this information.

I certify that all the statements herein are true and understand that any falsification or willful omission shall be sufficient cause for dismissal or refusal of employment.

Applicants Signature

Date