



DRUG & ALCOHOL POLICY ACKNOWLEDGEMENT

It is the policy of Talley Construction Co Inc to maintain a drug-free work place. Employees are prohibited from engaging in the unlawful/illegal manufacture, distribution, dispensation, possession, or use of a controlled substance in the work place or while performing assigned duties. Violations of this policy will result in disciplinary action up to and including dismissal from employment.

I do hereby certify that I have received and read Talley Construction Co Inc substance abuse and testing policy and have had the drug-free workplace program explained to me. I understand that if my performance indicates it is necessary, I will submit to a drug and/ or alcohol test. I also understand that failure to comply with a drug and/or alcohol testing request or a positive confirmed result for the illegal use of drugs and/or alcohol may lead to disciplinary action up to and including termination of employment and/or loss of workers' compensation benefits. (Pursuant to T.C.A section 50-9-100et. Seq)

Employee Name: _____
(Please Print)

Employee Signature: _____ **Date:** _____