

DePUY PAVING, INC. APPLICATION FOR COMMERCIAL DRIVER POSITION

Date _____

Page 1

Federal Department of Transportation laws require employers to check past employment history for drug and alcohol testing and any motor vehicle related accidents or infractions for persons applying for a position in which they may operate a commercial motor vehicle.

The following (attached) consent form will be sent to your previous employer(s) for this reason. If you do not understand any portion of these forms, please let us know and we will explain them to you.

Motor Vehicle driving records affects all applicants; if a person is deemed uninsurable by our commercial liability insurer it would prohibit us from hiring you. State of Ohio law requires all drivers have vehicle/automobile insurance, therefore if you are uninsurable, State law prohibits you from operating a motor vehicle thus preventing us from hiring you.

We are required to have your permission/written consent to check this information. For that reason your signature is requested on the **CONSENT FOR RELEASE** section of the Alcohol and Controlled Substances Testing form. The form **INQUIRY TO PAST EMPLOYERS** also has a waiver for you to sign your consent. This waiver is signed of you of your own free will, and it states you will not hold your former employer liable for any information they provide to us.

Your signature below acknowledges that you have read and understand this disclaimer and received the forms regarding alcohol and controlled substance testing and inquiry to past employers. Your signature also acknowledges that you understand this information and have signed the "Consent for Release" and "Waiver" form of your own free will and did not sign under duress (by force or by threat).

Signature of Job Applicant

Date

Please Print Name

PLEASE SIGN AND RETURN THIS PAGE AND (Attached)
COMPLETE INFORMATION IN SECTION 1: "TO BE COMPLETED BY PROSPECTIVE
EMPLOYEE" AND SIGN SECTION 1 "APPLICANT'S SIGNATURE" AND DATE

PREVIOUS EMPLOYER ALCOHOL & DRUG TEST INFORMATION

SECTION 1: TO BE COMPLETED BY PROSPECTIVE EMPLOYEE

I, (Print Full Name)

First, Middle, Last Name

Social Security No.

hereby authorize:

Date of Birth

Previous Employer:

Telephone:

Street:

City, State, Zip

Fax

to release and forward the information requested by Section 2 (below) of this document concerning my Alcohol and Controlled Substances Testing records within the previous three (3) years from (date of employment app.)

To: Prospective Employer: DePuy Paving, Inc. Attention: Bo DePuy 1850 McKinley Avenue Columbus OH 43222

Office: 614-272-0256 Fax: 614-272-7144 Direct Fax: 614-539-1526

In compliance with §40.25 and 391.23(h), release of this information must be made in a written form that ensures confidentiality, (i.e. fax, email, or letter). Under §391.23(g) you MUST respond to this inquiry within thirty days of receipt.

APPLICANT'S SIGNATURE

DATE

SECTION 2: TO BE COMPLETED BY PREVIOUS/CURRENT EMPLOYER

If applicant was NOT subject to Dept. of Transportation testing requirements while employed by you, please check here, list dates of employment - from to, complete bottom of Section 2, sign and return.

Applicant was subject to Department of Transportation testing requirement from to. In answering these questions, include any required DOT drug or alcohol testing information you obtained from other employers in the three (3) years prior to the application date shown in Section 1.

Within the past three (3) years from the application date shown in Section 1: Yes No

- 1. Has this person violated any of the drug and/or alcohol prohibitions under 49 CFR Part 40 or Subpart B of Part 381, including:
- An alcohol test with a result of 0.04 or higher alcohol concentration
- A controlled substances test result of positive, adulterated, or substituted.
- A refusal to submit to a random, post-accident, reasonable-suspicion, or follow up controlled substances or alcohol test
- Alcohol use while performing or within 4 hours before performing safety-sensitive functions.
- Alcohol use after an accident, in violation of §382.303.
- Controlled substances use while on duty, except as allowed under §382.213.
2. If this person violated a DOT drug and/or alcohol prohibition, did he/she fail to begin or complete a rehabilitation program prescribed by a Substance Abuse Professional (SAP)?
3. If this person successfully completed a SAP's rehabilitation referral and remained in your employ, did he/she subsequently have an alcohol test result of 0.04 or greater, a verified positive drug test, or refusal to be tested?

Name: Telephone: Company: Street, City, State, Zip: Section 2 Completed By: (signature) Date:

§391.23 Investigation and inquiries

(e) In addition to the investigations required by paragraph (d) of this section, the prospective motor carrier employers must investigate the information listed below in the paragraph from all previous DOT regulated employers that employed the driver within the previous three years from the date of employment application, in a safety-sensitive function that required alcohol and controlled substance testing specified by 49 CFR part 40.

(1) Whether, within the previous three years, the driver had violated the alcohol and controlled substances prohibitions under subpart B of part 382 of this chapter, or 49 CFR part 40.

(2) Whether the driver failed to undertake or complete a rehabilitation program prescribed by a substance abuse professional (SAP) pursuant to §382.605 of this chapter, or 40 CFR part 40, subpart O. If the previous employer does not know this information (i.e. an employer that terminated an employee who tested positive on a drug test), the prospective motor carrier must obtain documentation of the driver's successful completion of the SAP's referral directly from the driver.

(3) For a driver who had successfully completed a SAP's rehabilitation referral, and remained in the employ of the referring employer, information on whether the driver had the following testing violations subsequent to completion of a §382.605 or 49 CFR part 40, subpart O referral:

(i) Alcohol tests with a result of 0.04 or higher alcohol concentration;

(ii) Verified positive drug tests;

(iii) Refusals to be tested (including verified adulterated or substituted drug test results).

(f) A prospective motor carrier employer must provide to the previous employer the driver's written consent meeting the requirements of §40.321 (b) for the release of the information in paragraph (e) of this section. If the driver refuses to provide this written consent, the prospective motor carrier employer must not permit the driver to operate a commercial motor vehicle for that motor carrier.

§Must an employer check on the drug and alcohol testing record of employees it is intending to use to perform safety-sensitive duties?

(a) Yes, as an employer you must, after obtaining an employee's written consent, request the information about the employee listed in paragraph (b) of this section. This requirement applies only to employees seeking to begin performing safety-sensitive duties for you for the first time (i.e. a new hire, or employee transferring into a safety-sensitive position). If the employee refuses to provide this written consent, you must not permit the employee to perform safety-sensitive functions.

(b) You must request the information listed in paragraph (b) from DOT-regulated employers who have employed the employee during any period during the two years before the date of the employee's application or transfer:

(1) Alcohol tests with a result of 0.04 or higher alcohol concentration;

(2) Verified positive drug tests;

(3) Refusals to be tested (including verified adulterated or substituted drug test results);

(4) Other violations of DOT agency drug and alcohol testing regulations, and

(5) With respect to any employee who isolated a DOT drug and alcohol regulation, documentation of the employee's successful completion of DOT return-to-duty requirements (including follow-up tests). If the previous employer does not have information about the return-to-duty process (i.e. an employer who did not hire an employee who tested positive in a pre-employment test), you must seek to obtain this information from the employee.

(c) The information obtained from a previous employer includes any drug or alcohol test information obtained from previous employers under this section or other applicable DOT agency regulations.

(d) If feasible, you must obtain and review this information before the employee first performs safety-sensitive functions. If this is not feasible, you must obtain and review the information as soon as possible. However, you must not permit the employee to perform safety-sensitive functions after 30 days from the date on which the employee first performed safety-sensitive functions, unless you have obtained or made and documented a good faith effort to obtain this information.

(e) If you obtain information that the employee has violated a DOT agency drug and alcohol regulation, you must not use the employee to perform safety-sensitive functions unless you also obtain information that the employee has subsequently complied with the return-to-duty requirements of Subpart O of this part and DOT agency drug and alcohol regulations.

(f) You must provide to each of the employers from whom you request information under paragraph (b) of this section written consent for the release of the information cited in paragraph (a) of this section.

(g) The release of information under this section must be in any written form (i.e. fax, e-mail, letter) that ensures confidentiality. As the previous employer, you must maintain a written record of the information released, including the date, the party to whom it was released, and a summary of the information provided.

(h) If you are an employer from whom information is requested under paragraph (b) of this section, you must after reviewing the employee's specific, written consent, immediately release the requested information to the employer making the inquiry.

(i) As the employer requesting the information required under this section, you must maintain a written, confidential record of the information you obtain or of the good faith efforts you made to obtain the information. You must retain this information for three years from the date of the employee's first performance of safety-sensitive duties for you.