

**Solar Plastics, Inc**  
**Drugs & Alcohol Testing Policy Overview for Job Applicants**  
**Minnesota**

**Purpose and Coverage:**

As part of its continuing effort to protect the health, safety and security of its employees, Solar Plastics has adopted this Drug and Alcohol Testing Policy (“Policy”) in accordance with Minnesota law. Solar Plastics requires that all employees and applicants participate in, consent to and comply with the terms of this Policy as a condition of employment and continued employment. If questions arise regarding this Policy, please direct them to the Company’s Manager of Human Resources.

This Policy covers all employees of Solar Plastics, Inc. This Policy, by its terms, also covers applicants insofar as such applicants, after a conditional offer of employment has been made, are required to consent and submit to a pre-employment drug test. Applicants, however, are not entitled to participate in any benefit program that may be offered by Solar Plastics to its employees.

**Who Is Subject to Testing**

All job applicants who have been offered a position at Solar Plastics, Inc.

**Drug and Alcohol Testing Circumstances**

Solar Plastics reserves the right, within the limits of federal and state laws, to examine and test for the presence of drugs and/or alcohol as part of their pre-employment process after a conditional offer of employment has been made.

**Consequences of Drug and Alcohol Test Refusal or a Positive Test Result**

For job applicants that receive a conditional offer of employment:

1. Refusal to submit to a pre-employment drug and alcohol test will result in the conditional job offer being withdrawn.
2. In the event of a confirmed positive result, the conditional job offer will be withdrawn.

**Rights of Individuals Subject to Pre-Employment Drug and Alcohol Testing**

1. The job applicant has the right to refuse to undergo a drug and alcohol test. However, the conditional job offer will be withdrawn.
2. A job applicant has the right to request and receive a copy of the test result report.
3. A job applicant has the right to explain, in writing, a positive test result within three (3) working days of receiving the notice.
4. A job applicant has the right to re-test the original sample, at their own expense, provided he/she notifies Solar Plastics, Inc. in writing, within five (5) working days of receiving the notice.

A full-copy of the Solar Plastics, Inc Drug and Alcohol Testing Policy is available upon request and will be provided by the Human Resources Department.



**DRUG AND ALCOHOL TESTING CONSENT FORM**

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

I have received, seen, read and understand Solar Plastics Drug and Alcohol Testing Policy.

I hereby consent to undergo drug and alcohol testing pursuant to the terms of Solar Plastics Drug and Alcohol Testing Policy and to the release of information within the company and outside the company as provided by Minnesota Law.

**SIGNATURE:**

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_