



PRE-EMPLOYMENT QUESTIONNAIRE

1. Are you between the ages of 25 and 70? Y / N
2. Have you received over 3 traffic violations in the previous 3 years? Y / N
3. Have you received over 2 traffic violations in the previous 12 months? Y / N
4. In the past 5 years have you received a citation for or been convicted of driving under the influence of drugs or alcohol? Y / N
5. In the past 3 years have you received a citation for or been convicted of any of the following? Y / N
If **yes**, check which ones:
 - Operating a motor vehicle while your license was suspended as a result of a moving violation?
 - Possessing alcohol or drugs in a motor vehicle?
 - Commission of a felony using a motor vehicle?
 - Leaving the scene of an accident?
 - Fleeing or eluding a law enforcement officer?
 - Reckless Driving?
 - Speed Contest or Exhibition?
6. In the last 3 years have you tested positive for the use of a controlled substance or alcohol? Y / N
7. In the last 3 years have you tested positive, or refused to test, for any pre-employment controlled substance or alcohol test administered by an employer to which you applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules? Y / N
8. Do you have at least 2 years of verifiable driving experience? Y / N
9. Do you have a valid commercial driver's license? Y / N
10. Have you ever refused to submit to an alcohol or drug test? Y / N
11. Is your CDL currently suspended? Y / N
12. Has your license ever been suspended for more than 30 days? Y / N
13. In the previous year, have you had more than 1 preventable accident? Y / N
14. In the previous 3 years, have you had more than 2 preventable accidents? Y / N

Print Name: _____

Signature: _____

Date: _____

DRIVER APPLICATION

Name _____
Last First Middle (Maiden Name, if any)

Address _____
Street City State and zip code How Long?

Home Phone: _____ Cell: _____ E-Mail _____

Social Security Number _____ Date of Birth _____

Address For Past Street _____ City _____ State & Zip _____ How Long? _____
Three

Years Street _____ City _____ State & Zip _____ How Long? _____

Position for which you're applying: _____ Location: _____

In case of emergency notify: Name _____ Telephone: _____

Address: _____

Have you worked with this company before? _____ When and Where? _____

LICENSE INFORMATION

Section 383.21 FMCSR states "No person who operates a commercial motor vehicle shall at any time have more than one driver's license." I certify that I do not have more than one motor vehicle license, the information for which is listed below:

	STATE	LICENSE NO.	ENDORSEMENTS	TYPE / CLASS	DATE OF EXPIRATION OR DATE SUSPENDED
CURRENT					

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES _____ NO _____

B. Has any license, permit or privilege ever been suspended or revoked? YES _____ NO _____

C. Are there any restrictions on your license? YES _____ NO _____

IF THE ANSWER TO EITHER A, B, or C IS YES, GIVE DETAILS _____

ACCIDENT RECORD FOR PAST 10 YEARS

IF NO ACCIDENTS, WRITE "NONE" - DO NOT LEAVE BLANK. ATTACH SHEET IF MORE SPACE IS NEEDED.

	DATES	NATURE OF ACCIDENT (Head-on, Rear-end, Upset, etc.)	FATALITIES	INJURIES	PREV	NON	PREV
LAST ACCIDENT							
NEXT PREVIOUS							
NEXT PREVIOUS							

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING).

IF NO TRAFFIC CONVICTIONS, WRITE "NONE." DO NOT LEAVE BLANK. (ATTACH SHEET IF MORE SPACE IS NEEDED)

LOCATION-CITY-STATE	DATE	CHARGE	PENALTY

DRIVING EXPERIENCE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (Van, Tank, Flat, etc.)	DATES From To	APPROXIMATE NUMBER OF MILES (TOTAL)
STRAIGHT TRUCK			
TRACTOR AND SEMI-TRAILER			
TRACTOR - TWO TRAILERS			
OTHER			

SPECIALIZED EQUIPMENT

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (Van, Tank, Flat, etc.)	DATES From To	APPROXIMATE NUMBER OF MILES (TOTAL)
Garbage, cement and/or dump trucks			
Fire truck or ambulance			
Military and/or farm vehicles			
School, charter and/or shuttle buses			
Other			

WORK RECORD

Applicants who desire to drive in intrastate/interstate commerce must provide the following information for all employers and/or contractors during the previous three years. You must give the same information for all employers and/or contractors you have driven a commercial motor vehicle for the seven years prior to the initial three years (total of ten years employment record). **You must list the complete mailing address: street number and name, city, state and zip code.** Attach separate sheet if more space is needed

LAST OR CURRENT EMPLOYER/GENERAL CONTRACTOR		FROM:	TO:
Name		Mo. Yr.	Mo. Yr.
Address		Position Held	
City/State/Zip		Salary / Wage	
Contact Person	Phone #	Reason for Leaving	

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes No
 Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substance testing requirements as required by 49 CFR Part 40? Yes No

SECOND LAST EMPLOYER/GENERAL CONTRACTOR		FROM:	TO:
Name		Mo. Yr.	Mo. Yr.
Address		Position Held	
City/State/Zip		Salary / Wage	
Contact Person	Phone #	Reason for Leaving	

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes No
 Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substance testing requirements as required by 49 CFR Part 40? Yes No

ANY GAPS IN EMPLOYMENT AND OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH AND YEAR) AS WELL AS REASON.

THIRD LAST EMPLOYER/GENERAL CONTRACTOR		FROM:	TO:
Name		Mo. Yr.	Mo. Yr.
Address		Position Held	
City/State/Zip		Salary / Wage	
Contact Person	Phone #	Reason for Leaving	

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes No
 Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substance testing requirements as required by 49 CFR Part 40? Yes No

ANY GAPS IN EMPLOYMENT AND OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH AND YEAR) AS WELL AS REASON.

INTERNATIONAL REQUIREMENTS

Because drivers are required to cross international boundaries and pass immigration and customs investigations at border crossings, we must ask for the following to prevent detention, arrest, or delay at border crossings.

Are you a United States citizen? YES _____ NO _____ Do you hold a valid passport? YES _____ NO _____

If no, please explain: _____

Have you ever been convicted of a felony? YES _____ NO _____

If yes, for what? _____ Date of conviction: _____

Are you currently on parole or probation? YES _____ NO _____

**AUTHORIZATION TO RELEASE BACKGROUND, EMPLOYMENT
AND ALCOHOL/CONTROLLED SUBSTANCE INFORMATION**

I authorize IronTiger Logistics, Inc, hereafter referred to as IronTiger to obtain any and all past employment records regarding previous employment and other areas of my background, including but not limited to past employer inquiries, criminal records inquiries, driving history, driver inspection/crash records through the Motor Carrier Management Information System (MCMIS) and alcohol/controlled substance testing results. I agree to hold harmless any person or organization for providing information to IronTiger and its affiliates or IronTiger and its affiliates for using this information in my contract determination. I am aware this report is prepared under the guidelines of the Fair Credit Reporting ACT (FCRA) and I am eligible to receive, upon written request, a copy of the report if not contracted. I understand that information I provide in this application regarding current and/or previous employers may be used and those employer(s) will be contacted for the purpose, in part, of the investigation my safety performance history as required by CFR 49, subpart C, 391.23.

To all my previous employers and/or contractors:

Please accept this faxed or mailed document as an original authorization for release of all employment records including reason for termination or resignation, criminal records and past alcohol and controlled substance test result. I further authorize all previous employers to release all information as to my work habits, character, performance, traffic offenses, credit, accidents, experience and reason for termination.

Applicant Name: _____

(Print)

Applicant Signature: _____

Date: _____

Social Security Number: _____

Date of Birth: _____

TO BE READ AND SIGNED BY THE APPLICANT

“I understand the information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted for the purpose of investigating my safety performance history as required by 49 CFR 391.23(d) and (e). I understand I have the right to:

- Review information provided by current and previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.”

Date: _____ Applicant Signature: X _____

In the event of an accepted offer, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Contractor.

This certifies I have completed this application, and that all entries on it and information contained are true and complete to the best of my knowledge.

Date: _____ Applicant Signature: X _____

***As part of your application, please include a front and back copy of your CDL,
social security card, and passport or work visa.***

**IRONTIGER'S POLICY CONCERNING
DRUGS, ALCOHOL & ILLEGAL SUBSTANCES**

1. Policy Statement. IronTiger Logistics, Inc. ("IronTiger") recognizes the significant problems caused by alcohol and drug use in the transportation industry. These problems can adversely affect the safety and productivity of drivers and other employees, and jeopardize the safety and well-being of the general public. Accordingly, because our employees are our most valuable resource and the safety and well-being of our employees and the general public are important to us, IronTiger has adopted the following alcohol and drug testing policy in compliance with the U.S. Department of Transportation ("DOT") regulations. The Policy is intended to accurately detect and deter alcohol and drug use among our employee drivers. Additional information regarding alcohol and drug use or this Policy is available from the IronTiger's Safety/Quality Manager, who has been designated by IronTiger to answer our employees' questions on these important issues.

2. Who Must Be Tested. Under DOT regulations, all individuals who drive "commercial motor vehicles" requiring a Commercial Drivers License ("CDL") in interstate or intrastate commerce must be tested. For IronTiger's purposes, commercial motor vehicles are vehicles that require a CDL to operate, including a vehicle or a combination of vehicles with a gross vehicle weight rating of 26,001 or more pounds. Employees, such as mechanics and supervisors, who occasionally fill in for drivers and operate a commercial motor vehicle requiring a CDL will also be subject to testing. In brief, any individual who may be called upon to drive a commercial motor vehicle on behalf of IronTiger must be tested, and references throughout this Policy to drivers will include all individuals subject to testing.

3. Definitions. For purposes of this policy, the following definitions will apply:

- (a) Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols, including methyl and isopropyl alcohol.
- (b) Applicant means a person who has applied for employment as a CDL driver with IronTiger.
- (c) IronTiger Property means any land, building, parking lot, vehicle, or other property owned or leased by IronTiger or otherwise being used for IronTiger business.
- (d) Commercial Motor Vehicle means a motor vehicle or a combination of vehicles used in commerce that requires a CDL to operating, including those vehicles or combinations with a GVWR of 26,001 or more pounds.
- (e) Drugs or Controlled Substances mean any substance identified in 49 C.F.R. 40.85 of the DOT regulations, including marijuana, cocaine, amphetamines, opiates, and phencyclidines ("PCP").
- (f) Medical Review Officer ("MRO") means a licensed physician who is responsible for receiving and reviewing laboratory results generated by IronTiger's drug testing program and evaluating medical explanations for certain drug test results.
- (g) Refusal to Submit to Test means (i) failing to appear for a test within a reasonable time as determined by IronTiger; (ii) failing to remain at the testing site until the testing process is complete; (iii) failing to provide a urine specimen (or a sufficient amount of urine without adequate medical explanation) for any drug test; (iv) failing or declining to take a

second test IronTiger or the collector has requested the driver to take; (v) failing to undergo a medical examination or evaluation as directed by the MRO as part of the verification process; (vi) failing to cooperate with any part of the testing process; or (vii) is reported by the MRO as having a verified adulterated or substituted test result.

(h) Safety Sensitive Function means all time from the time a driver begins work for IronTiger or is required to be in readiness to work until the time the driver is relieved from work by IronTiger. Safety sensitive functions include (i) all time at IronTiger's offices, customer facilities or any public property waiting to be dispatched unless IronTiger has relieved the driver from duty; (ii) all time inspecting, servicing or conditioning a commercial motor vehicle; (iii) all time spent at the driving controls of a commercial motor vehicle in operation; (iv) all time, other than driving time, in or upon any commercial motor vehicle; (v) all time loading or unloading (or assisting in loading or unloading) a commercial motor vehicle; or (vi) all time repairing, obtaining assistance or remaining in attendance upon a disabled commercial motor vehicle.

4. Alcohol Use Prohibition. The following alcohol use prohibitions will be strictly enforced by IronTiger:

(a) Drivers are prohibited from using or possessing alcohol while on duty or performing a safety-sensitive function.

(b) Drivers shall not report to duty or perform safety-sensitive functions within four hours after using alcohol.

(c) Drivers that test positive for alcohol at an alcohol concentration level of between 0.02 percent and 0.04 percent are not permitted to drive or perform safety-sensitive functions for a minimum of 24 hours and must undergo return-to-duty testing before being allowed to return to work.

(d) Any driver that tests positive for alcohol at an alcohol concentration level of greater than 0.04 percent is medically unqualified to operate a commercial motor vehicle.

(e) Drivers shall not use, sell, manufacture, purchase or possess any alcohol on IronTiger property.

5. Drug Use Prohibition. Drivers are prohibited from using those drugs specified in the DOT regulations. Any driver that tests positive for the use of drugs is medically unqualified to operate a commercial motor vehicle and is subject to the disciplinary actions set forth in Section 8 of this Policy. In addition, the use, sale, attempted sale, manufacture, purchase, attempted purchase, possession or transfer of any drug on IronTiger property or in IronTiger vehicles at any time shall result in immediate discharge.

6. Required Tests. Under DOT regulations, the following tests are required:

(a) Pre-Employment Testing. All driver applicants that IronTiger intends to hire to operate a commercial motor vehicle will be tested for the use of drugs only as a pre-qualification condition as part of their pre-qualification DOT physical examination. IronTiger's offer to hire a driver applicant is conditioned upon the applicant's passage of the pre-employment drug test. No driver applicant will be allowed to drive or perform other safety-sensitive functions until the driver received a drug test result from the MRO indicating a verified negative test result.

(b) Reasonable Cause Testing. Drivers will be required to submit to a drug and alcohol test immediately whenever IronTiger has reasonable cause to believe that the driver is

under the influence of alcohol or drugs. When a driver is acting in an abnormal manner and at least one supervisor or other IronTiger official (two, if available) has reasonable cause to believe that the driver is under the influence of alcohol or drugs, IronTiger may require the driver to be transported immediately to a medical clinic and, once there, to provide urine, blood or breath specimens for laboratory testing. Reasonable cause means suspicion based upon specific personal observations that a supervisor or other IronTiger official, who has received training in the signs of alcohol and drug intoxication in a prescribed training program endorsed by IronTiger, can describe concerning the actions, appearance, conduct, behavior, speech or breath odor of the driver. The supervisor or IronTiger official must make a written statement of these observations within 24 hours of the observed behavior or before the results of the tests are released, whichever is earlier. Drivers required to undergo reasonable cause testing will be considered unqualified to work for IronTiger and placed on immediate suspension pending the results of their tests.

(c) Post-Accident Testing. Drivers will be tested for the use of alcohol and drugs as soon as possible, but in any case no later than 8 hours (for alcohol testing) or 32 hours (for drug testing), after an accident if a human fatality is involved or if the driver receives a citation for a moving traffic violation arising from the accident. An accident means an accident which results in the death of a human being, bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident or disabling property damage requiring one or more vehicles involved in the accident to be transported away from the scene by a tow truck or other vehicle. The following chart summarizes when a post-accident test will be required of a driver:

<u>Type of accident involved</u>	<u>Citation issued to Driver</u>	<u>Post-Accident Test Required</u>
Human Fatality	YES	YES
	NO	YES
Bodily Injury Requiring Treatment Away from Scene	YES	YES
	NO	NO
Disabling Damage to Vehicle Requiring Tow	YES	YES
	NO	NO

When involved in an accident, the driver should contact IronTiger as soon as possible to determine if a post-accident test is required. IronTiger employees who are to be tested following an accident must remain in contact with IronTiger while awaiting their test results. Drivers must refrain from taking alcohol after any accident until a post-accident test is performed. Drivers must contact IronTiger at least once every five hours in order to determine the need to consult with the MRO, if necessary, regarding test results and to advise of their whereabouts. Drivers who fail to maintain contact with IronTiger will be subject to disciplinary action, up to and including discharge, in addition to discipline that may be imposed by IronTiger because of a positive test.

(d) Random Testing. Drivers will be subject to testing for the use of drugs as a part of a random selection process with at least 50 percent of the drivers subject to testing during each calendar year. In addition, drivers will be subject to random testing for alcohol use at the rate of at least 10 percent of the drivers subject to testing during each calendar year. The method of selection for random testing will be neutral so that all drivers subject to testing will have an equal chance to be randomly selected. Once a driver has been tested, he will

immediately become subject to random testing again. Consequently, any driver can conceivably be subject to random testing more than once in a given year.

(e) Return-to-Duty Testing. Drivers that have tested positive to an alcohol test will be required to submit to another alcohol test prior to returning to duty requiring the performance of a safety-sensitive function. Drivers will not be allowed to return to duty for at least 24 hours from the positive test and until the test results indicate an alcohol concentration of less than 0.02 percent.

7. Testing Procedures.

(a) Consent Forms. If requested, the driver shall sign a consent form authorizing the medical clinic or, in the case of an alcohol test, a certified breath alcohol technician, to withdraw a specimen of blood, urine and/or breath and the release of the results of the laboratory testing to IronTiger and the MRO.

(b) Collection Site. All drivers tested must provide a blood, urine and/or breath specimen for testing purposes at a IronTiger designated collection site. The collection site will have necessary personnel, materials, equipment, facilities and supervision to provide for the collection, security, temporary storage and, if necessary, the transportation or shipment of the samples to an approved laboratory.

(c) Accreditation. In accordance with applicable DOT regulations, all laboratories used by IronTiger to perform drug tests will be required to perform all of the necessary testing procedures and will be certified by the U.S. Department of Health and Human Services ("DHHS") under the National Laboratory Certification Program. In addition, all breath alcohol technicians ("BAT") or screening test technicians ("STT") used by IronTiger to perform alcohol breath tests will be qualified pursuant to the requirements of 49 C.F.R. 40.213. In addition, each evidential breath testing device ("EBT") used for alcohol breath testing will meet the minimum requirements of 49 C.F.R. 40.229.

(d) Medical Review Officer. A qualified MRO has been appointed by IronTiger to review, interpret and report positive drug test results. The MRO is a licensed physician knowledgeable in the medical use of prescription drugs and the pharmacology and toxicology of alcohol and other drugs. The MRO is knowledgeable of substance abuse disorders and has appropriate medical training to interpret and evaluate a driver's positive drug test result together with his or her medical history and other relevant biomedical information. The MRO shall perform the responsibilities of that position as required under applicable DOT regulations.

(e) Chain of Possession Procedures. All chain of possession procedures shall be in accordance with applicable DOT regulations to ensure that the samples tested are those of the drivers from whom they were obtained.

(f) Laboratory Testing Methodology. Drug tests will be conducted to screen the presence of the following drugs and their metabolites: marijuana, cocaine, opiates, amphetamines and PCPs. All specimens identified as positive on the initial test shall be confirmed using chromatography/mass spectrometry (GC/MS) techniques. Specimens which test negative on either the initial test or the GC/MS confirmatory test shall be reported as negative. "Under the influence" is defined as having the presence of an illegal drug or a drug metabolite in an employee's system as determined by appropriate testing of a bodily specimen that is equal to or higher than the levels specified below for the confirmation test. Equal to or higher test levels shall constitute a positive test subject to verification by the MRO. The following table establishes the current acceptable cutoff levels for testing purposes, and, if these established cutoff levels are changed, modified or revised by DOT or any other federal

regulatory agency, the cutoff levels set forth below will automatically be changed to comply with the revised levels:

	<u>Initial Test Level</u>	<u>Confirmatory Test Level</u>
Marijuana Metabolite	50 ng/ml	15 ng/ml
Cocaine Metabolite(s)	300 ng/ml	150 ng/ml
Opiate Metabolites	2000 ng/ml	2000 ng/ml
Morphine		
Codeine		
Amphetamines	1000 ng/ml	500 ng/ml
Amphetamine		
Methamphetamine		
Phencyclidine (PCP)	25 ng/ml	25 ng/ml

All testing procedures will be performed in accordance with DOT regulations.

Alcohol tests will be conducted by a certified BAT or STT using a calibrated EBT device or other such device or testing method approved in accordance with applicable DOT regulations. The BAT will first complete a Breath Alcohol Testing Form, which is to be signed by the tested driver. Prior to completing the test, the BAT will require the driver to provide a photo identification. The BAT will then explain the alcohol testing procedure to the driver. Refusal by the driver to sign the form shall be regarded as a refusal to take the test. The BAT will next instruct the driver to blow forcefully into the mouthpiece of the testing device for at least six seconds or until the testing device indicates that an adequate amount of breath has been obtained. If the result of the screening test is a breath alcohol concentration of less than 0.02 percent, the BAT shall sign the testing form certification noting the negative result.

If a tested driver shows a breath alcohol concentration of at least 0.02 percent, a confirmation test must be conducted within 20 minutes after completing the screening test. Before the confirmation test is administered, the BAT shall ensure that the testing device registers at 0.00 percent on an air blank. The result of the confirmation test shall be affixed to the back of the Breath Alcohol Testing Form. All alcohol testing procedures will be performed in accordance with DOT regulations.

(g) Split Specimen Testing. A driver or driver-applicant may request that a second analysis be performed on a split specimen. Such request must be made by the driver to the MRO within 72 hours of the driver's notification of the positive, adulterated or substituted test results. The second analysis must be performed by a second certified DHHS laboratory. The driver or driver-applicant is responsible for paying all costs associated with testing of the split specimen.

(h) Notification of Test Results. With regard to drug tests only, the MRO will report in writing to IronTiger whether a drug test was positive or negative, and, if positive, the identity of the controlled substance for which the test was positive. Before doing so, however, the MRO shall afford the tested driver the opportunity to discuss a positive drug test result with the MRO before reporting the positive test result to IronTiger. If the MRO, after making and documenting all reasonable efforts, is unable to contact the tested driver, the MRO shall contact a designated management official of IronTiger to arrange for the tested driver to contact the MRO prior to going on duty. The MRO may verify a positive drug test without having communicated with the driver about the results of the test as allowed for in the DOT regulations.

IronTiger shall notify a driver-applicant of the results of the pre-qualification test if the driver-applicant makes a request within 60 days of being notified of IronTiger's disposition of his or her qualification. IronTiger shall notify drivers of the results of random, reasonable cause or post-accident drug tests and, if positive, the identity of the controlled substances for which the tests were positive.

With regard to alcohol use tests only, the BAT shall immediately notify a designated IronTiger official by writing, in person or by telephone or electronic means of the results of the alcohol use test. If the initial transmission is not in writing, IronTiger will verify the identity of the testing BAT and follow-up the initial transmission by receiving from the BAT the Breath Alcohol Testing Form. All initial and follow-up transmissions of alcohol use test results will be handled in a confidential manner in accordance with DOT regulations. IronTiger shall release copies of a driver's records pertaining to alcohol use testing upon written request by the driver.

(i) Confidentiality. Any and all communications involved in the testing procedures and results will be handled in a confidential manner. Regardless of the type of test given, the MRO will report to IronTiger the result of the test and, if positive, the identity of the substance for which the driver tested positive. None of the information concerning test results maintained by IronTiger or the MRO may be released to other persons except in accordance with DOT regulations or with the express written consent of the driver.

8. Consequences of Positive Test Results/Refusal to Submit to Testing.

Consistent with its established policy and DOT regulations, IronTiger strictly prohibits its employees from being on duty and possessing, using or being under the influence of alcohol or drugs. Employees are similarly prohibited from consuming alcohol within 4 hours of reporting for duty and from using any drugs. Employees engaging in such conduct will be subject to discipline, up to and including discharge.

(a) Disciplinary Action Based on Positive Test Results. If the results of any pre-employment drug test administered to a driver applicant indicate a positive test result for the use of drugs, the driver-applicant will not be considered for work with IronTiger and will be notified of the same. A driver already employed by IronTiger who tests positive for the use of alcohol or drugs is medically unqualified to operate a commercial motor vehicle or other equipment and shall be subject to discharge. If test results show a blood alcohol concentration equal to or above 0.02 percent, the driver shall be immediately removed from all safety-sensitive functions and is subject to discharge.

(b) No Re-employment Eligibility After a Positive Test. Any driver testing positive for drugs or alcohol at a concentration level of greater than 0.04 percent will be provided with the name and telephone number of a Substance Abuse Professional ("SAP"), who is a licensed physician, licensed or certified psychologist, social worker or certified addiction counselor, with knowledge of and clinical experience in the diagnosis and treatment of alcohol and controlled substances-related disorders. However, a driver testing positive for drugs or alcohol is not eligible for re-employment with IronTiger even if the driver successfully completes any treatment program that is recommended by the SAP. The driver will be solely responsible for all costs and expenses associated with the initial evaluation by the SAP and any subsequent treatment program that is required by the SAP.

(c) Disciplinary Action Based on Refusal to Submit to Testing. A driver who refuses to be tested for any of the required tests specified in Section 6 shall not be permitted to operate a commercial motor vehicle or perform any safety-sensitive function. Such refusal shall constitute a presumption of intoxication or being under the influence, shall be treated as a positive test result and shall result in immediate discharge.

DRIVER RECEIPT OF DRUG & ALCOHOL POLICY

I, _____, have received, read, and understand the drug and alcohol enforcement policy concerning drugs, alcohol and illegal substances. I agree to comply with this policy during my employment with IronTiger Logistics, Inc.

Signature: _____ Date: _____

Social Security #: _____

Received by
(IronTiger): _____ Title: _____

DRUG SCREEN OPTION

I, _____, understand that I have the option to do a split-specimen test if I should test positive on a drug screen administered under this policy. I understand that I will be responsible for the charges of the split-specimen test and will reimburse IronTiger for any and all costs involved.

Signature: _____ Date: _____



**IRONTIGER'S POLICY CONCERNING:
PASSENGERS**

I, _____, understand that it is **STRICTLY PROHIBITED**
(Print name)

TO HAVE PASSENGERS in any vehicle. I also understand that if an unauthorized passenger is killed or injured, I will be held personally liable and will not be protected by our company's insurance.

Furthermore, should it come to IronTiger's attention that any driver has unauthorized passengers, he/she will be subject to immediate suspension or termination.

Signature: _____

Date: _____