

CareMate Corporation  
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## **DRUG TESTING POLICY FOR EMPLOYEES FOR CONTINUED EMPLOYMENT**

### **PURPOSE:**

CareMate Corporation is committed to maintaining a work environment free from the influence of alcohol and illegal drugs to protect the health, safety, and well being of our clients, employees and visitors. CareMate Corporation has therefore adopted this Drug Test Policy for Employees for Continued Employment. This is not intended as and should not be construed as a contract between CareMate Corporation and an employee for continued employment.

With the exception of officially sanctioned social gatherings, CareMate Corporation prohibits the use, possession, distribution, transfer and sale of alcohol and illegal drugs at work, and on all premises owned or operated by CareMate Corporation. It also prohibits reporting to work, operating machinery or equipment, or working anywhere on behalf of CareMate Corporation under the influence of alcohol or illegal drugs.

### **PROCEDURE: DRUG TESTING**

All employees at CareMate Corporation are required to undergo testing for illegal drugs if a request is made from a supervisor of any facility or if a client requests a test be made. A laboratory licensed by the State of Minnesota conducts all tests. The laboratory will only notify CareMate Corporation of the presence or absence of drugs, alcohol, or their metabolites in the sample tested. "Illegal drugs" means controlled substances and includes prescription medications which contain a controlled substance and which are used for a purpose or by a person for which they are not prescribed or intended.

### **RIGHT TO REFUSE TO UNDERGO DRUG TESTING AND EFFECT OF REFUSAL.**

You have the right to refuse to undergo drug testing. If you refuse or do not cooperate with any part of the process, your continued employment with CareMate Corporation will automatically be terminated.

### **YOUR RIGHTS IF THE TEST RESULT IS POSITIVE.**

If the initial result on the drug test is positive, the sample which was tested will be subject to a second confirmatory test. If the second test result is also positive, your continued employment will automatically be terminated.

If the initial result of the drug test is negative or the second test result is negative, you are considered to have satisfactorily completed the drug test.

**Effective Date:** January 1, 1999

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Applicant Signature

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Date

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CareMate Corporation Representative

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Date