

KC CONSTRUCTION COMPANY

Pre-Employment Testing Policy

Our Company is committed to help our employees perform their duties safely and efficiently. Due to the specific functions and physical demands in our industry the Company has instituted a policy to test the physical capabilities of prospective field employees. Following is the scope of our policy:

Applicant Testing

1. All job applicants who are considered for employment will need to have a standardized physical examination. Combined with this physical, job applicants will have lift, carry and grip assessments performed as well.
 - Any job offer that has been made is conditioned upon a favorable evaluation of the applicant's current physical capacity in relation to the essential functions of the job.
2. All job applicants who are considered for employment will be drug tested by urine analysis as a condition for employment with the company.
 - Any job offer that has been made is contingent upon passing the drug test.
 - Applicants testing positive for illegal drugs will not be employed.
 - Applicants refusing to undergo a drug test will not be employed.

I have read the above policy and understand that my employment with KC Construction Co. is conditioned by a favorable physical evaluation and negative drug testing.

Signature of Job Applicant

Date