

CITIZENS BANK & TRUST
PRE-EMPLOYMENT DRUG TESTING AUTHORIZATION

NOTICE

All applicants must agree to give a urine sample to be tested for illegal or unauthorized drugs. Applicants who refuse to consent are removed from further consideration for employment. Applicants who test positive for illegal or unauthorized drugs are removed from further consideration for employment.

If employed by the Company, you must abide by the terms of the Company's substance abuse policy and may be required to submit to testing for the presence of illegal drugs, unauthorized prescription drugs or alcohol. Submission to such testing is a condition of employment with the Company, and disciplinary action, up to and including discharge may result if testing is refused or if you refuse to execute all forms of consents and releases of liability as are usually and reasonably attendant to such examinations, if you refuse to authorize release of the test results to the Company, if the tests establish a violation of the Company's substance abuse policy, or if you otherwise violate the policy.

A documented chain of custody will be made to ensure the identity and integrity of your urine sample through the collection and testing process. If your urine tests positive for illegal or unauthorized drugs, you may be contacted for further information.

CONSENT

As a prerequisite to employment, I agree to allow the personnel at the site selected by Citizens Bank & Trust ("Company") to collect urine samples from me to determine the presence in my body of illegal drugs or legal drugs for which there is no valid prescription. Further, I consent to the release of my analysis results to authorized Company representatives selected by the Company.

I consent to the administration of the drug test and to the terms and conditions of the Applicant Drug Testing Consent set forth above. I release the Company, the collection site, the laboratory and their employees, agents and contractors from any liability whatsoever arising from the request to furnish a urine sample, the testing of the urine sample, and any decisions made on the basis of the analysis.

Applicant's Signature _____ Date _____

Applicant's Email Address _____

I refuse the drug detection urine test.

Applicant's Signature _____ Date _____

THIS IS NOT A CONTRACT.
ALL EMPLOYMENT IS AT-WILL FOR AN INDEFINITE PERIOD.