

**MyCare Family Community Supports
Employee Agreement and Consent to Drug Testing**

I hereby agree, upon request made under the drug testing policy of MyCare Family Community Supports to submit to a 12 panel + K2 drug test and to furnish a sample of my urine for the instances listed below:

- prior to employment with MyCare Family Community Supports
- As part of a 5% random sample during active employment with MyCare Family Community Supports per the Department of Developmental and Intellectual Disabilities' regulations.
- Reasonable suspicion testing, also known as “for-cause” testing, is performed when supervisors have evidence or reasonable cause to suspect an employee of drug use. Evidence is based upon direct observation, either by a supervisor or another employee. Specific reasons for reasonable suspicion testing include physical evidence of illicit substances, patterns of erratic or abnormal behavior, disorientation or confusion and an inability to complete routine tasks.

If I fail to cooperate with the testing procedures, I will be exempt from employment with MyCare Family Community Supports. I also understand that if I am currently employed, that I may be subjected to immediate termination if the test returns with positive results of prohibited substance in accordance MyCare Family Community Supports' Zero Drug Tolerance policy.

I understand that only authorized MyCare Family Community Supports employees will have access to information furnished or obtained in connection with the test. MyCare employees will maintain and protect the confidentiality of such information to the greatest extent possible.

I will hold harmless the company and will not sue or hold responsible for any alleged harm to me that may result from testing, including loss of employment or any kind of adverse job action that might arise as a result of the drug test.

I understand that this is a monitored drug screen and is required:

- prior to employment with MyCare Family Community Supports
- As part of a 5% random sample during active employment with MyCare Family Community Supports per the Department of Developmental and Intellectual Disabilities' regulations.
- Reasonable suspicion testing, also known as “for-cause” testing, is performed when supervisors have evidence or reasonable cause to suspect an employee of drug use. Evidence is based upon direct observation, either by a supervisor or another employee. Specific reasons for reasonable suspicion testing include physical evidence of illicit substances, patterns of erratic or abnormal behavior, disorientation or confusion and an inability to complete routine tasks.

I agree to submit to drug testing when asked to do so by the MyCare Family Community Supports Human Resource Department.

Employee Signature & Title

Date

Supervisor Signature & Title

Date