

Consent to Pre-Employment Testing

In order to be considered for employment at Cabell Huntington Hospital, Inc. ("CHH"), I understand that I am required to submit to a physical examination which includes, but is not limited to, drug and alcohol screening. I, _____, upon the specific request of CHH, do hereby agree and consent to submit to drug and alcohol testing ("Tests"), which may require me to provide a urine and/or blood sample for laboratory analysis.

I understand that receipt of satisfactory results of these Tests is required before I am deemed eligible for employment at CHH. I further understand that neither my submission to these Tests nor CHH's receipt of acceptable results therefore shall guarantee me an offer of employment by CHH. Should I be offered and accept employment with CHH, I understand that my employment will be at will, meaning that I may be terminated at any time, with or without cause and with or without notice.

I understand that the results of any Tests described herein will be kept confidential and that I will have the right to learn the results of such Tests upon written request. If I disagree with the results of any Test contemplated herein, I may request that a confirmatory Test be performed at my expense. Such a confirmatory Test will be conducted by a third party chosen at CHH's sole discretion. If the results of any such confirmatory Test are consistent with the results of the original Test, I understand that I shall have the right to contest the results of those Tests at my expense. During the time in which I am contesting the results of any Tests, I understand that my application will be considered by CHH, and I will not be eligible for employment. I further understand that if any time I refuse or otherwise become unwilling to comply with the drug testing policy at CHH, I will be ineligible for employment with CHH and my application will not be further considered.

I hereby authorize CHH and its representatives to release any and all information regarding my Tests to any governmental entity that may be involved or become involved in a legal proceeding or investigation connected with the test.

I will hold CHH and its representatives harmless from any and all claims that may arise from drug and alcohol tests, and any harm to me that may result from such tests, including, but not limited to, loss of employment or difficulty in obtaining new employment. I will further hold CHH and its representatives harmless concerning the release of documentation relating to any drug and alcohol tests to which I have submitted, so long as the release or other use of the information complies with all state and federal privacy and confidentiality laws.

Name: _____
Date: _____
Witness: _____
Date: _____