

## NOTICE TO APPLICANTS

### DRUG SCREENING IS REQUIRED OF ALL JOB APPLICANTS AND SAFETY SENSITIVE EMPLOYEES

Truckee Tahoe Airport District has a vital interest in maintaining safe, healthful, and efficient working conditions for its employees. Using or being under the influence of drugs or alcohol on the job may pose serious safety and health risks not only for the user but to the public and all those who work with the user. The possession, use or sale of an illegal drug or controlled substance may also pose unacceptable risks to safe, healthful, and efficient operations.

To meet this compelling interest, individuals who wish to be considered for employment must agree to **SUBMIT TO PRE-EMPLOYMENT DRUG AND ALCOHOL TESTING. SUCH TEST WILL BE REQUIRED AFTER A CONDITIONAL OFFER OF EMPLOYMENT IS MADE. SHOULD THE APPLICANT HOLD A SAFETY SENSITIVE POSITION, THE APPLICANT MUST AGREE TO SUBMIT TO RANDOM DRUG AND ALCOHOL SCREENING DURING EMPLOYMENT.**

By completing and signing this Notice and the attached Application of Employment, the applicant understands and agrees to submit to a drug and alcohol test as part of their pre-employment medical examination. All employees who hold a safety sensitive position agree to random drug and alcohol screening during the course of employment as provided for in the District's Drug and Alcohol Testing Policy. The applicant further understands and agrees to release the Truckee Tahoe Airport District and its directors, officers, agents, employees, parents, subsidiaries and affiliated concerns from any and all liability, claims, demands, damages and causes of action of every kind and nature arising out of or resulting from or in connection with submitting to drug and alcohol screening and any decision concerning employment made by the District in whole or in part, based upon the results of drug and alcohol screening.

ANY APPLICANT WHO IS UNWILLING TO AGREE TO THESE CONDITIONS SHOULD NOT APPLY FOR EMPLOYMENT WITH TRUCKEE TAHOE AIRPORT DISTRICT. Refusals of an applicant to agree to drug and alcohol screening at this time does not preclude an applicant from applying for employment with the District at some future date. Additionally, a positive test result does not preclude an applicant from reapplying after six months.

DATED: \_\_\_\_\_

\_\_\_\_\_  
Signature of Applicant