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DRUG AND ALCOHOL TESTING POLICY

I. PURPOSE

To establish a drug and alcohol testing program to help prevent accidents and injuries resulting from the misuse of alcohol and drugs by covered M&L Transport of PA LLC independent contract drivers who are drivers of commercial motor vehicles in compliance with the Department of Transportation Regulations published at 49 CFP Part 40, and 49 CFR Part 382, and pursuant to The Omnibus Transportation Employee Act of 1991, enacted October 28, 1991.

II. APPLICABILITY

This policy applies to all M&L Transport of PA LLC independent contractors who operate motor vehicles and are subject to the commercial driver's license (CDL) requirements established by the Federal DOT.

III. OBJECTIVES

To establish rules and procedures to deter all illegal drug use, and deter on duty, pre-duty and post-accident use, as well as on-duty alcohol impairment stemming from pre-duty use, for all covered independent contract drivers who perform safety-sensitive functions;

To detect and eliminate the possibility that M&L Transport of PA LLC independent contractor drivers covered will perform safety-sensitive functions after testing positive for alcohol or drugs;

To comply with applicable federal and state laws, including Omnibus Transportation Employee Testing Act of 1991;

To provide reasonable measures for the early detection of personnel not fit to perform activities within the scope of this policy;

To maintain a workplace free of drugs and alcohol, and;

To inform M&L Transport of PA LLC independent contract drivers through education, in service training and other appropriate forums, about illegal drugs, alcohol abuse, their use, possession, distribution, and other effects of such substances and alcohol abuse.

IV. DEFINITIONS

1. Alcohol

The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols, including methyl and isopropyl alcohol.

2. Alcohol Concentration (or content)

The alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath test under Federal regulations.

3. Alcohol Use

The consumption of any beverage, mixture, or preparation, including any medication containing alcohol.

4. Breath Alcohol Technician (BAT)

An individual who instructs and assists individuals in the alcohol testing process and operates an evidential breath testing device.

5. BAC

Blood Alcohol Concentration (BAC) is the content of alcohol in an individual's blood.

6. Commerce

- A. Any trade, traffic or transportation within the jurisdiction of the United States between a place in a State and a place outside of such State, including a place outside of the United State and
- B. Trade, traffic, and transportation in the United States which affects any trade, traffic, and transportation described in paragraph (1) of this definition.

7. Commercial Motor Vehicle

A motor vehicle or a combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

- A. has a gross combination weight of 26,001 or more pounds inclusive of a towed unit with a gross vehicle weight rating of more than 10,000 pounds or

- B. has a gross weight rating of 26,001 or more pounds, or
- C. is designed to transport 16 or more passengers, including driver, or
- D. is of any size and is used in the transportation of materials found to be Hazardous, for the purpose of the Hazardous Materials Transportation Act and which require a motor vehicle placard under Hazardous Material Regulations. (49 CFR Part 172, Subpart F)

8. Confirmation Test

For alcohol testing, a second test following screening test with a result of .02 or greater, that provides quantitative data of alcohol concentration. For controlled substance testing a second analytic procedure to identify the presence of a specific drug or metabolite which is independent of the screening test and that uses a different technique and chemical principle from that of the screening test in order to ensure reliability and accuracy. Gas chromatography/mass spectrometry (GC/MS) is the only authorized confirmation method for cocaine, marijuana, opiates, amphetamines, and phencyclidine.

9. Covered Independent Contract Driver

An M&L Transport of PA LLC independent contract driver who operates commercial motor vehicles and is subject to the provisions of this policy. This includes but is not limited to full-time, regularly employed drivers and casual, intermittent or occasional drivers.

10. Evidential breath testing device (EBT)

A device approved by the National Highway Traffic Safety Administration (NHTSA) for the evidential testing of breath and placed on NHTSA's Conforming Product's List of Evidential Breath Measurement Devices.

11. Medical Review Officer (MRO)

A licensed physician responsible for receiving laboratory results generated by the M&L Transport of PA LLC's drug test program, who has the knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate an individual's confirmed positive test result together with his or her medical history and any other relevant biomedical information.

12. Prohibited Conduct

Conduct which is prohibited is described in section VIII of this policy.

13. Refusal to Submit

A covered independent contract driver is deemed to have refused to submit to a test if he/she: (1) fails to appear for any test (except a pre-employment test) within a reasonable time as determined by M&L Transport of PA LLC; (2) fails to remain at the testing site until the testing process is complete; (3) fails to provide an adequate amount of saliva or breath for testing without an adequate medical explanation to be determined through a medical evaluation; (4) fails to provide a sufficient amount of urine for drug testing when directed without an adequate medical explanation to be determined through a required medical evaluation; (5) in the case of a directly observed or monitored collection in a drug test, fails to permit the observation or monitoring of the provision of the specimen; (6) fails to complete and sign the breath alcohol test form; (7) fails or declines to take a second test M&L Transport of PA LLC or collector has directed the driver to take; (8) fails to undergo a medical examination or evaluation as directed by M&L Transport of PA LLC; (9) fails to undergo a medical examination or evaluation as directed by M&L Transport of PA LLC in connection with the insufficient breath procedures outlined in 49 CFR § 40.265; (10) fails to cooperate with any part of the testing process; or (11) a verified adulterated or substituted test result.

14. Screening Test

In alcohol testing means an analytical procedure to determine whether a covered independent contract driver may have a prohibited concentration of alcohol in his or her system. In drug testing, an immunoassay procedure to eliminate "negative" urine specimens from further consideration.

15. Safety-Sensitive Function

Any of those on-duty functions (promulgated at 49 CFR § 395.2 On-Duty time) as listed below:

- a. All time at a carrier or shipper plant, terminal, facility, or other property, or on any public property, waiting to be dispatched, unless the driver/employee had been relieved from duty by M&L Transport of PA LLC.

- b. All time inspecting equipment as required by the Federal Motor Carrier Safety Regulations (FMCSR's) or otherwise inspecting, servicing, or conditioning any commercial motor vehicle at any time.
- c. All time spent at the driving controls of a commercial motor vehicle in operation.
- d. All time, other than driving time, in or upon any commercial motor vehicle (except for time spent resting in sleeper berth).
- e. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded.
- f. All time spent performing the driver requirements associated with an accident promulgated at 49 CFR §§ 392.40 and 392.41.
- g. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

16. Substance Abuse Professional

A substance abuse professional means a licensed physician (Medical Doctor or Doctor of Osteopathy), or a licensed or certified psychologist, social worker, employee assistance professional, or addiction counselor (certified by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission) with the knowledge of and clinical experience in the diagnosis and treatment of alcohol and drugs-related disorders.

17. Split Specimen

A part of the urine specimen that is sent first to a laboratory and retained unopened, and which is transported to a secondary laboratory in the event that the employer requests that it be tested following a verified positive test of the primary specimen or a verified adulterated or substituted test result.

18. Dilute Specimen

A specimen with creatine and specific gravity values that are lower than expected for human urine.

V. TESTING

There are several occasions when an individual will be subject to drug and alcohol screening tests pursuant to this policy. Prior to the admission of the following tests, M&L Transport of PA LLC or its testing agent will notify the covered independent contract driver that the test is required under the Code of Federal Regulations. The testing occasions shall include:

A. Pre-Employment Testing

Pre-employment testing is a test for alcohol and drugs that M&L Transport of PA LLC will administer after a conditional offer of employment has been extended and prior to any applicant's performance of a safety-sensitive function. M&L Transport of PA LLC will not allow any applicant to commence the performances of any safety-sensitive function unless the alcohol testing reveals a BAC of less than .04 and the drug testing reveals a verified negative test result. If the pre-employment alcohol test reveals a BAC of .02 or greater, but less than .04, the applicant will not be allowed to perform safety-sensitive functions for at least 24 hours following the administration of the test. In addition, independent of the requirements of the Omnibus Transportation Employee Testing of 1991 and the regulations promulgated thereunder, if the pre-employment alcohol test reveals a BAC of .02 or greater, it may result in a revocation of the conditional offer of employment. Also, independent of the Omnibus Transportation Employee Testing Act of 1991 and the regulations thereunder, if the pre-employment drug testing reveals a presence of drugs, it will result in the revocation of the conditional offer of employment. M&L Transport of PA LLC may, in its sole discretion, forego pre-employment testing where the exceptions promulgated at 49 CFR § 382.301 (b) or (c), relating to drug and alcohol testing of covered independent contract drivers by their previous employers are satisfied. Current M&L Transport of PA LLC independent contract drivers will be subject to pre-employment testing prior to appointment to affected positions when the driver is not currently included in the "pool" of covered independent contract drivers.

B. Post-Accident Testing

A post-accident test is a test for alcohol and drugs administered following an accident involving a commercial motor vehicle to each surviving covered independent contract driver.

1. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or,

2. Who receives a citation under state or local law for a moving traffic violation arising from the accident: if the accident involved:

- a. bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
- b. one or more motor vehicles incurring damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

M&L Transport of PA LLC will, if possible, administer a post-accident alcohol test within 2 hours following the accident but in no event more than 8 hours following an accident. M&L Transport of PA LLC will administer a post-accident drug test within 32 hours following an accident. In the event that these time periods are not met, M&L Transport will prepare and maintain a file on record stating the reason the tests were not promptly administered.

A covered independent contract driver who is subject to post-accident testing shall remain readily available for such testing. This shall not be construed to require the delay of necessary medical attention for injured individuals following an accident or to prohibit a covered independent contract driver from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary medical care.

The results of a breath or blood test for the use of alcohol or a urine or blood test for the use of drugs, conducted by a federal, state, or local officials having independent authority for the test, shall be considered to meet the requirements of the policy concerning post-accident testing provided such tests conform to applicable federal, state, or local requirements and that the results of the test are obtained by M&L Transport of PA LLC.

TABLE

Type of Accident Involved	Citation issued to the Driver/Employee	Test Must Be Performed By The Employer
Human Fatality	YES	YES
	NO	YES
Bodily injury with immediate medical treatment away from scene	YES	YES
	NO	NO
Disabling damage to any motor vehicle requiring tow away	YES	YES
	NO	NO

C. Random Testing

Random testing is unannounced testing for alcohol and drugs administered in a statistically random manner throughout the year to cover independent contract drivers employed by M&L Transport of PA LLC in ratios as required by the

Federal DOT regulations, so that all covered independent contract drivers have an equal probability of selection each time a random test is administered.

D. Reasonable Suspicion Testing

Reasonable suspicion testing is alcohol or drug testing that M&L Transport of PA LLC will conduct when it has reasonable suspicion to believe that a covered independent contract driver has engaged in conduct prohibited by this policy. Reasonable suspicion testing will not be conducted based upon a suspicion that a covered independent contract driver has violated the provision of this policy prohibiting covered independent contract drivers from being on-duty or operating commercial motor vehicles while the driver possesses unmanifested alcohol. Reasonable suspicion must be based upon specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of a covered independent contract driver by an M&L Transport of PA LLC supervisor or official who has received required training to recognize probable alcohol misuse or drug use.

M&L Transport of PA LLC will, if possible, administer a reasonable suspicion alcohol and/or drug test within 2 hours of the reasonable suspicion determination, but no longer than 8 hours following the determination.

M&L Transport of PA LLC will not permit any covered independent contract driver to report for duty or remain on duty while the driver is under the influence of, or impaired by, alcohol as shown by the behavioral, speech, and performance indicators of alcohol misuse, until an alcohol test is administered and the driver's blood alcohol concentration measures less than .02 or 24 hours have elapsed following a determination that reasonable suspicion exists to believe that the alcohol prohibitions of this policy have been violated.

E. Return-to-duty testing

Return to duty testing is alcohol and drug testing conducted after a covered independent contract driver has engaged in prohibited conduct under this policy, completed counseling prescribed by a substance abuse professional, if any, and prior to his/her return to the performance of a safety-sensitive function. Before a covered independent contract driver may return to the performance of safety-sensitive functions, he/she must undergo a return to duty testing with an alcohol test result indicating a BAC of less than .02 and a drug test indicating a verified negative result for drug use. Return-to-duty testing must be under direct observation.

F. Follow-up Testing

Follow-up tests are given following a determination by the Substance Abuse Professional (SAP) that a driver is in need of assistance in resolving problems associated with misuses of alcohol and/or tested drugs. This is an unannounced test, given at least six (6) times within twelve (12) months with the actual

frequency and number of tests determined by the SAP, but in no event may the follow up testing continue for a period beyond 60 months from a covered independent contract driver return to duty. The SAP may terminate the requirement of follow-up testing at any time after the first 6 tests have been administered if he/she determines that the follow-up testing is no longer necessary. Follow-up testing must be conducted under direct observation.

G. Split Specimens.

As an independent contract driver, when the MRO has notified you that you have a verified positive drug test or a refusal to test because of adulteration or substitution, you have 72 hours from the time of notification to request a test of the split specimen. The independent contract driver is responsible for reimbursement of the cost of processing the split specimen.

H. Dilute specimens

Option 1

When a negative dilute specimen is reported for pre-employment, reasonable suspicion, return-to-duty, or follow-up, the independent contract driver will be directed to take another test immediately.

Option 2

A negative dilute specimen shall be considered a negative test result.

VI. DRUG & ALCOHOL TESTING PROCEDURES

1. Alcohol

Alcohol testing will be administered by a Breath Alcohol Technician (BAT) who has completed the equivalent of the Federal DOT's model course, as determined by the National Highway and Traffic Safety Administration and who is trained in utilizing and evidential breath testing device (EBT) that conforms to the Federal DOT requirements. The EBT used for testing shall meet the standards promulgated by the Federal DOT and have a quality assurance plan (QAP) developed by the manufacture to insure proper calibration. Testing will be conducted in a location that affords visual and aural privacy to individuals being tested.

If the initial test reveals a BAC of .02 or greater, a confirmatory test must be performed. The completed confirmatory test result is the final test for the purpose of this policy. If the final test reveals a BAC greater than .02 but less than .04, the covered independent contract driver will not be permitted to work and will be suspended from performing safety-sensitive functions for 24 hours. If the BAC is .04 or greater, the covered independent contract driver will not be permitted back to work and will be suspended from the performance of safety-sensitive functions for an indefinite period. (For an in-depth explanation of the alcohol testing procedures, please refer to 49 CFR part 40 subpart C.)

2. Drugs

A federal Department of Health and Human Services certified laboratory will perform drug testing on urine samples provided by covered independent contract drivers. The drugs for which the test will be conducted are:

- A. Marijuana (THC)
- B. Cocaine
- C. Opiates
- D. Amphetamines
- E. Phencyclidine (PCP)
- F. MDMA
- G. 6-Acetylmorphine

The cutoff levels for these drugs will be set forth in the Federal DOT regulations.

M&L Transport of PA LLC will contract with the certified laboratory to insure that the collection, shipment, testing and chain of custody procedures insure the integrity of the testing process in accordance with the procedures set forth in the regulations.

The split sample urine testing will be utilized. This method requires that the urine specimen be divided into two samples providing one sample for preliminary screening and initial confirmation, and a second sample for the second test if needed at a later date. Independent of the requirements of the Omnibus Transportation Employee Testing Act 1991 and the regulations promulgated there under, M&L Transport of PA LLC requires that the cost for the split sample will be the covered independent contract driver's responsibility if the covered independent contract driver elects to have the second sample tested and such test confirms a positive result.

3. Disclosure of test results

M&L Transport of PA LLC shall maintain records in a secure manner so that disclosure of information to unauthorized persons does not occur. M&L Transport of PA LLC shall not release the tested drug and alcohol records except:

- A. To the covered independent contract driver or his/her designee upon written request;
- B. To the decision maker in a lawsuit, grievance or other proceeding initiated by or on behalf of the covered independent contract driver and arising from the results of mandatory testing pursuant to this policy;
- C. To any Federal DOT agency with regulatory authority over M&L Transport of PA LLC, upon request;
- D. To the National Transportation Safety Board as part of an accident investigation upon request.

4. Uncompleted Testing

If a screening or confirmation test cannot be completed, or if an event occurs that would invalidate the test, the BAT shall, if practicable, begin a new screening or

confirmation test, as applicable, (e.g. using a new breath alcohol testing form with a new sequential test number in the case of a screening test conducted on an EBT that meets the requirements of 40.53(b) or in the case of a confirmation test.)

5. Records Retentions/Test Results

- A. Records Retention: M&L Transport of PA LLC is required to maintain records of its alcohol and drug abuse programs in a secure location with controlled access. M&L Transport of PA LLC shall maintain the following records for five years (1) records of alcohol test results indicating a BAT of .02 or greater; (2) records of verified positive drug test results; (3) documentations of refusals to take required alcohol and drug tests; (4) calibration of documents; (5) driver evaluation and referrals; and (6) copies of annual calendar year summaries required under the regulations. Records related to the alcohol and drug collection process and training shall be maintained for a minimum of 2 years. Records of negative and cancelled drug test results and alcohol tests with concentration of less than .02 shall be maintained for 1 year.
- B. Test Results: M&L Transport of PA LLC shall notify an applicant of the results of a pre-employment drug test if the applicant requests such results within 60 calendar days of being notified of the disposition of the employment application. M&L Transport of PA LLC shall notify a covered independent contract driver of the results of a random, reasonable suspicion, and post-accident drug tests if the test results are verified positive and which tested drug(s) were verified positive.

VII. REFUSAL TO SUBMIT TO TESTING

A covered independent contract driver shall not refuse to submit to a post-accident alcohol or drug test required under this policy, a random alcohol or drug test required under this policy, a reasonable suspicion alcohol or drug test under this policy, a return to duty alcohol or drug test, or a follow-up alcohol or drug test required under this policy. Any covered independent contract driver shall not be permitted to perform safety-sensitive functions subsequent to a refusal to submit a test required under the policy until the individual is evaluated by a substance abuse professional, if any, and undergoes a return to duty alcohol test revealing a BAC of less than .02 and a drug test with a verified negative result. In other words, a refusal to submit to a testing is equivalent of an alcohol test revealing a BAC of .04 or greater or a drug test with a positive result. A refusal to be tested shall be defined as set forth in Section IV (13) of this policy and includes a refusal by an independent contract driver to complete and sign the breath alcohol testing form, to provide an adequate amount of breath, to provide an adequate amount of urine or otherwise to cooperate with the testing process in a way that prevents the completion of a test. The BAT or collector shall record such a refusal in the remarks section of the form. The testing process shall then be terminated and the BAT or collector shall immediately notify M&L Transport of PA LLC.

VIII. PROHIBITED CONDUCT

- 1. No covered independent contract driver shall work or report to work, including the performance of safety-sensitive functions, while under the influence of alcohol or drugs, or within 4 hours of using alcohol.

2. No covered independent contract driver shall use, possess, distribute or dispense alcohol or drugs while on duty, including while on M&L Transport of PA LLC property or work sites or while operating equipment.
3. A covered independent contract driver that is required to take a post-accident alcohol test, shall not use alcohol for 8 hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.
4. No covered independent contract driver shall refuse to submit to a required alcohol or drug test conducted pursuant to this policy.
5. No covered independent contract driver shall report for duty, remain on duty, or perform safety-sensitive functions if the driver tests positive for tested drugs.

*NOTE: A covered independent contract driver may be permitted to work while using drugs or controlled substances provided that such use is pursuant to the instructions of a physician who has advised the covered independent contract driver that the drug does NOT affect the Driver's ability to safely operate a commercial motor vehicle and that the written documentation of such instructions and advisement from the physician are submitted to M&L Transport of PA LLC. By the covered independent contract driver.

IX. REFERRAL, EVALUATION AND TREATMENT

1. M&L Transport of PA LLC shall make available to the covered independent contract driver information regarding the resources available for evaluating and resolving problems associated with the misuse of alcohol and the use of drugs, including the names, addresses, and telephone numbers of substance abuse professionals and counseling and treatment programs.
2. A covered independent contractor driver who engages in conduct prohibited by this policy shall be evaluated by a substance abuse professional who shall determine what assistance, if any, the covered independent contract driver needs in resolving problems associated with alcohol misuse and drug use. The costs associated with this evaluation re the responsibility of the covered independent driver.
3. Before a covered independent contract driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by this policy, the covered independent contract driver shall undergo a return to duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a drug test with a verified negative result if the conduct involved drugs.
4. Each covered independent contract driver identified as needing assistance in resolving problems associated with alcohol misuse or drug use shall:
 - A. be evaluated by a substance abuse professional to determine if the Covered independent contract driver has properly followed any rehabilitation program prescribed under paragraph 2 of this policy;

- B. be subject to unannounced follow-up alcohol and drug testing administered by M&L Transport of PA LLC following the covered independent contract driver's return to duty. The number and frequency of the follow-up tests shall be directed by the substance abuse professional, and consist of at least 6 tests in the first 12 months following the covered independent contract driver's return to duty. M&L Transport of PA LLC may direct the covered independent contract driver to undergo return to duty and follow up testing for both alcohol and/or drugs as necessary for a particular driver. Such testing shall be in conformance with this policy and Federal DOT regulations. Follow up testing shall not exceed 60 months from the date of the covered independent contract driver's return to duty. The substance abuse professional may terminate the requirement at any time after the first 6 tests have been administered, if the substance abuse professional determines that such testing is no longer necessary.
- C. The evaluation and rehabilitation shall be provided by:
 - (i) a substance abuse professional approved by M&L Transport of PA LLC, or
 - (ii) a substance abuse professional selected by the covered independent contract driver. The covered independent contract driver shall be required to submit to the Employer a written verification from the substance abuse professional that they meet the qualifications as set forth in Section IV – Substance Abuse Professional of this policy prior to receiving the evaluation and rehabilitation.
- D. A substance abuse professional who determines that a covered independent contract driver requires assistance in resolving problems with alcohol misuse or drug use shall not refer the covered independent contract driver to the substance abuse professional's own private practice, or to a person or organization from which the substance abuse professional receives remuneration, or in which the substance abuse professional has a financial interest.
- E. Costs affiliated with the evaluation and treatment shall be the responsibility of the independent contract driver.

X. CONSEQUENCES FOR COVERED DRIVERS/EMPLOYEES

Covered independent contract drivers found to have violated prohibited conduct under this policy will be subject to disciplinary action. Any disciplinary action initiated will be administered in accordance with State law.

Covered independent contract drivers found to have a BAC of .02 or greater but less than .04 as measured by an alcohol test shall be advised to seek assistance and/or counseling from a substance abuse professional.

Covered independent contract drivers found to have a BAC of .04 or above or a positive drug test shall be REQUIRED to be evaluated by a substance abuse

professional and to complete any treatment determined to be necessary by the substance abuse professional before any return to work can be considered.

No covered independent contract driver shall perform safety-sensitive functions, including driving a commercial motor vehicle, if such driver has engaged in conduct prohibited by this policy.

XI. EMPLOYEE NOTIFICATIONS

M&L Transport of PA LLC shall provide a copy of this policy and other information required under 49 CFR Part 382 to each covered independent contract driver. Each covered independent contract driver is required to sign a statement certifying that he/she has received this information. M&L Transport of PA LLC shall maintain the original signed certification as a permanent part of the personnel file. M&L Transport of PA LLC will provide a copy of the certification to the covered independent contract driver upon request.

XII. SAVINGS CLAUSE

If any provision of this policy is determined in a tribunal of competent jurisdiction to be inconsistent with any superseding legal requirements, that provision shall be considered modified or deleted so as to comply with the superseding legal requirements, without any effect on the remaining policy provisions.



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DRUG AND ALCOHOL TESTING POLICY CERTIFIED RECEIPT

By signing this acknowledgement, I _____, certify that I have
(print name)

Received and read M&L Transport of PA LLC's drug and Alcohol Testing Policy.

(DATE)

(Driver Signature)

(Driver Name Print)