PRE-EMPLOYMENT URINALYSIS NOTIFICATION

The Federal Motor Carrier Safety Regulations, Section 391.103 -- pre-employment testing requirements, apply to driverapplicants of this company.

391.103 Pre-employment testing requirements.

- a) A motor carrier shall require a driver-applicant who the motor carrier intends to hire or use to be tested for the use of controlled substances as a prequalification condition.
- b) A driver-applicant shall submit to controlled substance testing as a pre-qualification condition.
- c) Prior to collection of a urine sample under 391.107 of this subpart, a driver-applicant shall be notified that the sample will be tested for the presence of controlled substances.
- As a condition of my employment, I agree to the urine sample collection and controlled substance testing.
- I understand a positive test for controlled substances based on the urinalysis test will medically disqualify me from the operation of a commercial motor vehicle for this company.
- The medical review officer will maintain the results of the urinalysis test. Negative and positive results will be reported to the company.
- My written authorization is required for the urinalysis test results to be given to other parties.
- I have read and understand the above conditions for the Pre-Employment Urinalysis Notification.

Applicant's Name (Type or print)				
Applicant's Signature	Month	Day	Year	
WITNESSED BY:				
Company Representative's Signature	Month	Day	Year	



Date Sent / Initial:

DOT/FMCSA Previous Employee Investigations & Inquires

First Name	Middle Name		Last Name			Social Sec	curity Number
Current Address				City		State	Zip
Company Name		Driver's Lic	ense Number	State	Date of Birth	Applicant	Telephone Number
I hereby authorize the above named of drug and alcohol related information. Motor Carrier Safety Regulations, Part investigative background inquiries are Compliance Solutions Inc., 1011 Camir reasons for termination of past emplorecords concerning my past activities obtain worker's compensation and ed By signing below, I also acknowledge to	while previously employed a t 391.23 investigation and in to be made on myself inclunce Del Rio South, Suite 200, syment from previous emplo relating to my driving, credit lucation records.	s a commercial m quiries. In connec ding consumer, d San Diego, CA 88 yers. Further, I u , civil and other e	notor vehicle oper ction with, and for Iriving, and other 8.908.2382. These Inderstand that yo experiences as we	rator in the previ r the duration of reports. This info e reports will incl u will be request Il as claims involv	ous 3 years from the d my employment (inclu rmation will, in whole ude information as to ing information from v ving me in the files of i	late of this form as specifie uding contract for services) or in part, be obtained froi my work habits, performar various federal, state and o nsurance companies. This r	d and required by the Federal with you, I understand that m CDTA, a part of National nce and experience along with ther agencies which maintain
Applicant's Signature		NEODNAATI	ON IC TO D		Date	IDLOVED ONLY**	
	HE FOLLOWING II					IPLOYER ONLY**	1
Previous Company Name: _							The information request is required by
Mailing Address:							
Supervisor's Name:							
Period of Employment: FRC	OM//	1O 	/ YR.	Position He	eld:		Regulations.
TO FORMER EMPLOYER: Plea Description Ex Quality of work Cooperation with Others Safety Habits Driving Skills Attendance Record	se give the following in scellent Good	Iformation al	oout this appli Poor □ □ □ □ □ □ □	icant. It will b Supervision	e held in strict co Comments	nfidence.	
Is employment record with yo Why did applicant leave?							
If Company policy allowed, w							
Did he or she have custody of	money or valuables?						
Qualified in what equipment?)						
How many total accidents?			How man	y FMCSA defi	ned recordable a	ccidents?	
Driver's license ever revoked	·						
	revious Employer 3-year						
□ □ Did the employee have an alcohol test with results greater than 0.04 BAC? □ □ Did the employee have a verified positive test result?							
	yee refuse to be tested?						
	ee have any other violat				ing regulations?		
	ee report any drug and a						
☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐	d yes to any of the above	•	. ,	<u> </u>	U	<u> </u>	
	did not have a DOT drug				w-up test illioilliati	ion or records.	
	a.a	arcorror progra					
Signed:	Print Name / Sign Name		F	Position:		D	ate:
Notice to California Applicants: Unde in its files on you, including the source view the file maintained on you by CD Upon making a written request, you n California, Minnesota and Oklahoma	r Section 1786.22 of the Cali es of information, and the re TA during normal business h nay receive a summary repo	cipients of any re lours. You may al rt via telephone. ck here	ports on you which so obtain a copy o	ch CDTA has prev of this file upon s	riously furnished within ubmitting proper iden	n the two-year period precentification and paying the co	eding your request. You may osts of duplication services.

2nd Request Date / Initial

3rd Request Date / Initial

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment or to take another adverse action against you must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a. A person has taken adverse action against you because of information in your credit report;
 - b. You are the victim of identity theft and place a fraud alert in your file;
 - c. Your file contains inaccurate information as a result of fraud;
 - d. You are on public assistance;
 - e. You are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.
 Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting
 agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10
 years old.
- Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

(Continued)

- You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.

 Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5678688.
- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:	
1. a. Banks, savings associates, and credit unions with	a. Consumer Financial Protection Bureau	
total assets of over \$10 billion and their families.	1700 G Street NW Washington, DC 20552	
b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:	b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357	
2. To the extent not included in item 1 above:	a. Office of the Comptroller of the Currency Customer Assistance Group	
a. National banks, federal savings associations, federal	1301 McKinney Street, Suite 3450	
branches, and federal agencies of foreign banks	Houston, TX 77010-9050	
b. State member banks, branches and agencies of	b. Federal Reserve Consumer Help Center	
foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks),	P.O. Box 1200 Minneapolis, MN 55480	
commercial lending companies owned or controlled by	c. FDIC Consumer Response Center	
foreign banks, and organizations operating under	1100 Walnut Street, Box #11	
section 25 or 25A of the Federal Reserve Act	Kansas City, MO 64106	
c. Nonmember insured banks, insured state branches of	d. National Credit Union Administration Office of Consumer	
foreign banks, and insured state savings associations	Protection (OCP)	
	Division of Consumer Compliance and Outreach (DCCO)	
d. Federal Credit Unions	1775 Duke Street	
	Alexandria, VA 22314	
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings	
	Aviation Consumer Protection Division	
	Department of Transportation	
	1200 New Jersey Avenue, SE	
	Washington, DC 20590	
4. Creditors subject to Surface Transportation Board	Office of Proceedings, Surface Transportation Board	
	Department of Transportation 395 E Street S.W.	
	Washington, DC 20423	

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5. Creditors subject to Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small business investment companies	Associate Deputy Administrator for Capital Access
	United States Small Business Administration
	409 Third Street, SW, 8th Floor
	Washington, DC 20416
7. Brokers and dealers	Securities and Exchange Commission
	100 F St NE
	Washington, DC 20549
8. Federal land banks, federal land bank associations,	Farm Credit Administration 1501 Farm Credit Drive
federal intermediate credit banks, and production credit	
associations	
9. Retailers, finance companies, and all other creditors	McLean, VA 22102-5090
not listed above	FTC Regional Office for region in which the creditor operates or
	Federal Trade Commission: Consumer Response Center – FCRA
	Washington, DC 20580
	(877) 382-4357