



Drug and Alcohol Examinations and Testing Policy (for Manpower Candidates and Associates)

1. STATEMENT OF MANPOWER POLICY

Manpower, Inc. of Southeastern Michigan (Manpower) prohibits associates from being under the influence or in possession of alcohol or any other drug (except as legally prescribed by a physician so long as the performance or safety of the work is not affected thereby). Any associate found to be in violation of this policy shall be removed from the assignment and terminated from employment with Manpower. Manpower strictly prohibits the employment of any person who uses illegal drugs or abuses alcohol.

All Manpower candidates and associates are subject to testing for illegal drug use and/or alcohol use or abuse at or affective work and must comply with this policy. Manpower and/or its customers may require that candidates or associates be tested for drug use prior to beginning employment, beginning an assignment, during employment, or during an assignment. Manpower associates are subject to testing on a random basis or in the event an associate's behavior suggests the use or abuse of drugs or in the event of an accident. Manpower, or its customers, may also require alcohol testing when there is reason to suspect a violation of this policy.

All Manpower candidates may be subject to pre-placement medical examinations after receiving a conditional offer of employment. Manpower and its customers may also require medical examinations of associates when it is job-related and consistent with business necessity, in accordance with applicable law. Medical examinations and medical testing may include, but are not limited to, medical physical examinations, vision tests (eye chart), chest x-rays, hearing tests, respirator physical, immunizations, and blood testing relating to bloodborne pathogen exposure (the "medical test or tests").

Manpower will pay for the cost of medical examinations where the examination is required to be conducted by a medical professional of Manpower's and/or its customer's choice. Otherwise, associates are personally responsible for the costs of the medical tests in the sole discretion of Manpower and further responsible for the reimbursement of all other testing costs in the event employment does not continue for 30 days after testing.

2. STATEMENT OF ACKNOWLEDGMENT

I agree/consent to participate in the policy written above, and understand/agree I will not be employed or my employment will be terminated if I refuse to participate or, be in violation of said policy or test results be positive, dilute, have a "low urine creatinine" or if the temperature of the urine specimen provided is below normal values.

I agree and consent to participate in any medical tests, as required under this policy, and give my consent for the release of any test results and any other medical information regarding the medical tests to Manpower or its customers, and waive any and all rights including privacy and physician/patient privilege. I will not be employed or my employment may be terminated if I refuse to participate in any medical test. Any costs for the testing as required by said policy shall be deducted from my last paycheck in the event of my employment termination.

Manpower's medical facilities, its laboratories, and its medical review officers will be held harmless for their parts in the administration of this policy and for their release of any related information to Manpower and customers consistent with this policy. I release and hold harmless Manpower, its customers and their directors, officers, stockholders, and employees for their parts in the administration of this policy and for their use of the information described above for the purposes described above.