

UNITED MISSISSIPPI BANK
**AUTHORIZATION AND CONSENT FOR DRUG SCREEN TEST/
DRUG CONSENT FORM**

(Name of person to be tested)

1. I understand and consent that the urine sample, saliva, or blood sample to be submitted by me at this clinic is to be tested for the presence of controlled substances, screened for lead levels and/or alcohol and I do hereby authorize all physicians and employees of this clinic and any other drug screen tests as may be required by United Mississippi Bank or by any applicable regulation.
2. I do further authorize this clinic and any medical group involved with them to disclose the reports and results of all such testing to United Mississippi Bank, and I do hereby affirmatively waive on behalf of myself and any persons who may have an acquired through their testing process, including, but not limited to, all written reports and other documentation of my individual test results.
3. I hereby authorize this clinic and medical group and others working with them or for them to dispose of any unused portions of the urine sample or blood sample given by me that are not expended in testing or take whatever action they deem best with regard to the disposition of the unused portion of the sample. I waive any claim I may have and do further agree to indemnify and hold harmless United Mississippi Bank, this clinic and the agents, servants, or employees of this clinic or person or entities working with this clinic from any loss, damage, expense, or other injury arising as a result of the use, disposition or disclosure of any information derived as a result of the testing procedures authored in this form.
4. I understand that my offer of employment, and/or continued employment is contingent on the results of this test and may make me ineligible for employment by or continued employment with United Mississippi Bank.
5. I certify that I have read and understand the matters contained in this Authorization and Consent for Drug Screen Test and I further certify that I have executed this Authorization of my own free will and accord.
6. I, hereby acknowledge that I have received, read, and fully comprehend the ALCOHOL AND DRUG FREE WORKPLACE POLICY adopted by United Mississippi Bank. I further acknowledge and understand that should I fail at any time to abide by this Policy, I will be subject to disciplinary action up to and including immediate termination.

Signature

Date

Alcohol and Drug Free Workplace Policy

It is the policy of United Mississippi Bank to offer the highest quality of service possible to their customers at all locations. To this end, it is the intent of United Mississippi Bank that services are provided at the highest degree of sobriety.

Therefore, the use of or reporting to work or working under the apparent influence or effects of any non-medically prescribed controlled substances including alcoholic beverages (whiskey, wine, wine coolers, beer, etc.) on company will not be tolerated.

The Bank reserves the right to search employees' personal belongings and work area, as well as request medical verification through drug testing, where there is reasonable suspicion that an employee may be violating the substance abuse policy.

Accordingly and in accordance with the authority of the U.S. Department of Health and Human Services, Drug-Free Workplace Act of 1988, and for the safety and well-being of all employees, customers, and visitors, United Mississippi Bank has adopted the following as its Policy on Drug and Alcohol use.

United Mississippi Bank does not differentiate between drug users and drug pushers or sellers. Any employee urging others to use illegal drugs, giving, or in any way transferring such drugs to another person or selling such drugs while on the job or on United Mississippi Bank's premises will be subject to immediate termination. Any employee who possesses or uses any alcoholic beverage on United Mississippi Bank's property, or/on customer's property, or/in company vehicles, during the performance of his/her duties for United Mississippi Bank or during breaks during the workday will be subject to immediate termination.

Any employee who arrives for work incapable of working due to the use of alcohol or illegal drugs during non-working time may be subject to immediate discharge.

Any employee who is prescribed medicine by a licensed physician is responsible for obtaining assurances from the physician that such medication will not impair the employee's judgment or ability to perform job tasks.

The unlawful involvement with drugs or narcotics off of United Mississippi Bank's property, during non-working time, will constitute grounds of discipline or termination when this involvement adversely affects United Mississippi Bank's business interests. Any employee who tests positive for illegal drugs will be considered in violation of this policy. The use, abuse, or presence in the body at work or reporting to work under the influence and the possession, sale or transfer of illegal and unauthorized drugs, alcoholic beverages, controlled substances or synthetic or designer drugs is strictly prohibited.

Employees may, however, maintain prescription drugs on United Mississippi Bank's provided the following conditions are met:

1. A physician has prescribed the drug for the current use (within the past 12 months) of the employee in possession of the drug, and it's in the original container bearing the employee's name.
2. The employee uses the prescription drug as it was prescribed.

Employees should advise his/her supervisor of any side effects of prescription drug prior to reporting to work. If in United Mississippi Bank's judgment the side effects could interfere with the employee's ability to work safely or effectively, United Mississippi Bank may limit the employee's work or reassign or suspend the employee while he/she is taking the prescription drug.

An employee who knows or believes that there unlawful involvement with drugs or narcotics or involvement with alcohol contrary to this policy should refer the information promptly to his/her Department Manager. United Mississippi Bank, using utmost confidentiality, will utilize all investigative techniques available, including testing and analysis as required, to detect policy violations.

Employees have the option of disputing a positive confirmed result of a drug test. No later than (10) working days after receiving notice of a positive confirmed test result, an employee may submit to United Mississippi Bank a written explanation of the test result, including why it doesn't constitute a violation of United Mississippi Bank policy. If United Mississippi Bank determines the employee's explanation to be unsatisfactory, he/she will be notified in writing as to why and the notice will include a copy of the report of positive results. United Mississippi Bank's written explanation and the positive test results will be made a part of the employee's medical files and kept in strict confidence. Confirmation test results are preserved for ninety (90) days after they are made known to United Mississippi Bank. During this time, the employee may have a portion of the specimen retested at a certified laboratory of his/her choosing and at his/her expense.

United Mississippi Bank makes every reasonable effort to guarantee the confidentiality of all drug and alcohol test results. Any employee who discusses the test result of another employee or applicant who does not have a business-need-to-know will be subject to disciplinary action, up to and including discharge.

All United Mississippi Bank's drug and alcohol tests are administered at approved collection centers by a health care provider certified in test administration.

United Mississippi Bank requires participation in drug and/or alcohol testing under the following circumstances:

1. Testing of Applicants Following a Bona Fide Job Offer - United Mississippi Bank reserves the right to begin drug and/or alcohol testing of all applicants prior to their employment. Applicants who have received a contingent job offer and have signed a release will be tested for drug/alcohol use. A positive test or refusal to test will result in the job offer being rescinded.

2. Random or Periodic Drug Testing – Periodically a group of employees may be selected for random testing. No employee is exempt from this random testing and anyone failing to cooperate with, or participate in testing will be subject to disciplinary action, up to and including termination.
3. Reasonable Suspicion or Violation – Belief that an employee has used or is using drugs/alcohol in violation of United Mississippi Bank policy, based upon observable phenomena such as display of physical symptoms of usage of such substances while on duty or actual observation of such usage; reliable and corroborated reports by others that the employee has used forbidden substances while on duty; or evidence that the employee has been involved in drug/alcohol possession, use, or sale of while on United Mississippi Bank property, using United Mississippi Bank equipment, including vehicles, or on customer property. Refusal to submit to testing will result in disciplinary action, up to and including termination.
4. Post Accident Testing – In the event of a work-related injury, damage to United Mississippi Bank property (including vehicles) or customer property an employee may be required to submit to drug/alcohol testing. Refusal to submit to or cooperate with a blood or urine test after an accident may result in a loss of worker's compensation benefits and termination.