

LAST CHANCE AGREEMENT

In an effort to restore your employment to full status, you are being placed on probation for a period of no less than one (1) year. During the probationary period you must comply with the following to sustain your employment.

1. You agree to submit to random drug/alcohol tests for a one (1) year period. A positive test will result in your discharge from employment. Refusal to comply with a request for testing will be treated as a positive result.
2. Upon your rehire, you are expected to perform your duties satisfactory at all times. Any violations related to safety, vehicular accidents (on and off the job,) production, or attendance (absenteeism without a doctor's note; tardiness,) will result in discipline up to, and including termination after review by the management team
3. A copy of this agreement shall become a part of your personnel file.
4. Be held responsible for the cost of any drug/alcohol testing required this one (1) year period.
5. You understand and acknowledge that failure to comply with the conditions/terms of this agreement will result in immediate discharge.
6. You agree to waive any appeal rights, if you are discharged because of failure to comply with the aspects of this agreement.

I, _____ understand and acknowledge my responsibilities.

Signature: _____ Date: _____

• **Supervisor:** _____ Date: _____

• **Operations Manager:** _____ Date: _____

• **Safety Coordinator:** _____ Date: _____

• **Human Resources Manager:** _____ Date: _____

• **General Manager:** _____ Date: _____