



Serving Our Customers Proudly Since 1999

1007 Rodgers Road • Crossville, Tennessee 38572

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Active Employee Certificate of Agreement

This certificate becomes part of the active employee's personnel file.

I do hereby certify that I have received and read Norris Brothers Excavating, LLC's substance abuse and testing policy and have had the drug-free workplace program explained to me. I understand that if my performance indicates it is necessary, I will submit to a drug and/or alcohol test. I also understand that failure to comply with a drug and/or alcohol testing request or a positive confirmed result for the illegal use of drugs and/or alcohol may lead to discipline up to and including termination of employment and/or loss of workers' compensation benefits. *

***(pursuant to T.C.A. Section 50-9-100 et. seq.)**

Employee Name (printed)

Employee Signature

Date

Witness

Date