

NOTICE OF DRUG AND ALCOHOL ABUSE POLICY

As part of our effort to provide a safe and healthy work environment free from drug abuse, applicants who are being offered employment will be required to undergo drug screening as a condition of employment. A positive test result may make an applicant ineligible for employment.

Employees of Sierra Tucson are required to comply with the Company's Substance Abuse Policy, as changed from time to time, as a condition of continued employment. Cooperation and compliance with this policy is a condition of employment, and violations of the policy may result in discipline up to and including termination.

PRE-EMPLOYMENT DRUG SCREEN INFORMED CONSENT AND RELEASE OF LIABILITY FORM

I have been made aware of the Drug and Alcohol Abuse Policy of Sierra Tucson and I hereby freely and voluntarily consent to submit to a pre-employment drug screening to determine the presence or lack of presence in my system of the controlled substances listed below. I further give my free and voluntary consent to the evaluation of the screening results, and other relevant medical information, by the Medical Review Officer ("MRO") employed to review such results, and understand that the release of such results may make me ineligible for employment.

I hereby release Sierra Tucson, the collection site, the testing laboratory, the MRO, and the employer of the MRO and their respective affiliates, subsidiaries, employees, representatives, agents, partners, and contractors from any claims or liability whatsoever arising or resulting from the drug screening and any employment decision whether or not made on the basis of the screening results.

The screening laboratory will be selected by Sierra Tucson based upon the availability of facilities and response to the Company. I understand that I am required to report to the collection site for screening within 3 business days after I am offered a position. I understand that a misrepresentation, falsification or deliberate omission of any information provided during my application process may lead to a refusal to employ me or immediate termination of my employment.

Substances tested for:

Amphetamines, Barbiturates, Benzodiazepines,
Cocaine, Cannabinoids, Methadone,
Methaqualone, Opiates, Phencyclidine,
Propoxyphene.

(The Company may expand or otherwise vary the
lists of substances to be covered by the drug
screening).

NOTICE OF INTENT TO VERIFY BACKGROUND INFORMATION

In connection with my application for employment with Sierra Tucson, I understand that a consumer report will be requested that will include criminal conviction records in any jurisdiction, social security verification, driving record in any state, educational and professional certification records in any jurisdiction and work performance, attendance and job related information.

I acknowledge that I have read and understand all of the foregoing and wish to proceed with the application process.

Print (Last Name, First Name, MI)

Signature

Date