

Fresh Foods Corporation of America		Cyrus O'Leary's Pies
Substance Abuse Policy, Applicant Acknowledgement		Program: Human Resources
Effective Date: 6/15/03	Last Revision Date: 6/22/03	Last printed 10/13/2005 5:55 PM

Attachment A
Applicant Acknowledgement form

**Acknowledgement of receipt and understanding of
Cyrus O'Leary's Pies
Substance Abuse Policy**

The undersigned Job Applicant acknowledges that he or she understands that Cyrus O'Leary's Pies has a Substance Abuse Policy and a component of this policy is pre-employment substance testing. Further, the applicant agrees to the substance testing and substance testing procedures required by the policy, and releases Cyrus O'Leary's Pies and its agents, contractors and employees from any claim arising from or incident to substance testing in accordance with such policy. If the applicant has questions about the Substance Abuse Policy, a copy is available through the Human Resources Department.

Job Applicant acknowledges that he/she may be required to submit to a drug test, that either refusal to submit to a drug test or a verified positive test shall result in the termination of the employment/application process and the applicant not being hired.

The applicant is now asked to sign the informed acknowledgement document. Failure to do so will terminate the employment/application process and the applicant not being hired.

Dated this _____ day of _____, 20__.

Signed _____
Job applicant signature