

EXHIBIT 1. PRE-EMPLOYMENT DRUG SCREENS AND BACKGROUND CHECKS

PRE-EMPLOYMENT TESTING

All candidates who receive an offer of employment must meet pre-employment suitability requirements by successfully completing drug screening requirements.

Drug screening will be conducted through a urine drug screen on a controlled and monitored basis to prevent the use and presence of controlled substances in the work place.

A certified testing laboratory will test for the presence of:

- Amphetamines
- Barbiturates
- Benzodiazepines
- Cocaine Metabolites
- Marijuana Metabolites
- Methadone
- Methaqualone
- Opiates
- Phencyclidine
- Propoxyphene
- and Additional Drugs, as requested

It is MSA's expectation that after an offer of employment is tendered but before the prospective subcontracted employee begins employment under a MSA awarded subcontract, the candidate has successfully completed a pre-employment drug test with negative results.

PRE-EMPLOYMENT SUITABILITY INVESTIGATIONS

The SUBCONTRACTOR will conduct pre-employment investigations to check a prospective employee's background and qualifications to help determine suitability for employment. The pre-employment investigation is conducted after an offer of employment is tendered but before the prospective subcontracted employee begins employment under an awarded MSA subcontract.

The decision to hire or not to hire an applicant is the responsibility of the SUBCONTRACTOR.

SUBCONTRACTOR Pre-employment investigations will include:

- Education. Verify all secondary and post-secondary education completed.

- Employment. Contact listed employers for the past three years (excluding employment of less than 60 days duration or part-time employment).
- Criminal convictions. Research law enforcement or court records concerning convictions (when such checks are not prohibited by state or local law, statute or regulation) in any locality (excluding areas outside of the United States of America) where the applicant has resided for more than 60 days over the past four years.
- References. Contact at least two listed personal references and at least one developed reference.
- Unemployment. Verify any period of unemployment greater than six months duration occurring in the past three years with an individual other than the applicant.
- Applicant's driving record. Research applicant's driving record and traffic convictions for past three years.

Personnel Suitability Investigation files contain sensitive information and must be protected in accordance with State and Federal laws and Department of Energy directives. Access to pre-employment investigation files shall be limited to the official procurement specialist as named in the subcontract or delegate upon request for audit purposes.

No work shall be performed, and MSA will not authorize work to begin, until a prospective employee has successfully completed the pre-employment drug screen and background checks.

I hereby certify that, Pre-Employment Drug Screens and Background Checks will be conducted per the requirements outlined above for all prospective subcontracted employees prior to the onset of employment under an awarded MSA subcontract.

Authorized Offeror Representative

Date