

**NOTICE TO APPLICANTS
OF
NEPHROLOGY, INC.**

PRE-EMPLOYMENT DRUG TESTING POLICY

It is well recognized that employees cannot perform their job assignments effectively or safely while under the influence of chemical substances. The abuse of chemical substances greatly increases the risk of accidents, serious injuries and fatalities. It also interferes with a person's ability to produce quality work. Because of our concern for the safety and well-being of our employees, customers, patients and members of the general public, who use our services, Nephrology, Inc. has adopted a drug-screening program. In order to be eligible for employment, applicants must take and pass the required pre-employment drug test. If an applicant refuses to take the required pre-employment drug test, or fails the test, the applicant will not be eligible for employment with Nephrology, Inc.

Any diluted test will be considered failure.

Effective May 17, 1999

PRE-EMPLOYMENT COLOR BLIND TESTING POLICY

Color blind testing will be done for the following positions: Registered Nurse, Patient Care Technician, Biomed Technician, and System Technicians. The reason for this is to ensure staff ability to accurately read the results of the chloramines test strips used in the water room, as well as ensure the staff ability to differentiate between the arterial (red) tubing and the venous (blue) tubing. In order to be eligible for employment, applicants must pass the required color blind test. If an applicant refuses to take the required pre-employment color blind test, or fails the test, the applicant will not be eligible for employment with Nephrology, Inc.

Effective August 2008

BACKGROUND SCREENING POLICY

Nephrology, Inc. conducts background screening on all job candidates post-offer (contingency offer). The company may also use a third-party administrator to conduct the background screening. The type of information that can be collected by this agency includes, but is not limited to, a criminal background check, education history, credit, and professional and personal references.

Nephrology, Inc. reserves the right to make the sole determination concerning information or any employment decision arising out of the background screening.

Effective January 2009

I acknowledge that I received and read the above notice or that the above notice was read to me.

Applicant:

Signature: _____ Print Name: _____

Date: _____