



## **Background Check & Drug Screen Compliance Policy**

*Effective September 01, 2012*

### **POLICY:**

JBL Resources requires the following pre-hire screening be completed for all applicable contractors after receipt of acceptance for an offer extended:

- Background Checks must be completed and submitted via the online method to the JBL third party vendor of choice within 12 hours of acceptance.
- Drug Screens must be completed at the specified location (within a 30 mile radius of the address received from contractor) within two business days of acceptance.

Non-compliance of this policy can result in the offer being rescinded by JBL Resources.