

**Bodycote USA**  
**Pre-Employment Drug Screen Notice**

As part of Bodycote's overall pre-employment procedures, one of the requirements for the consideration of employment is satisfactorily passing a drug screen test after a conditional offer of employment has been extended.

Bodycote has a policy that prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, as an enforcement measure in providing a safe work environment. Candidates who test positive on the pre-employment drug test will not be hired, except as may otherwise be required by law.

Bodycote will pay the cost of the drug screen test of candidates for employment.