

Pre-Employment Drug Testing Program

Micron Technology, Inc., is committed to providing a safe and productive work environment and to employing a work force free from the use of illegal drugs and the abuse of alcohol. With this objective in mind, Micron has established a pre-employment drug testing program as follows:

1. As a condition of employment, applicants will be required to submit to a pre-employment drug test conducted by Micron's authorized representative, which through urinalysis, will screen for the presence of illegal substances.
2. Any applicant with positive results will be denied employment at that time but may reapply after six months.
3. A candidate must test within 2 business days of being directed to test by Micron's authorized representative.

Micron's drug testing is facilitated by First Advantage. You will receive an email from FADVReports-NoReply@fadv.com containing the Order Registration Number and the collection site closest to your home address. **Please notify HR4U@Micron.com immediately if this collection site is not feasible for you.** Print email or take the referenced order registration number with you to the collection site along with a valid photo ID.

IMPORTANT: You have Two (2) business days to complete your test. If you do not submit to drug screening within the allotted window, your potential employment could be impacted

For the drug test, you will be required to provide at least 1.4 ounces of urine. It is suggested that you drink 1-2 small glasses of water (2) hours prior to your test. If a sufficient amount of urine cannot be provided, you will be asked to wait until you can provide it. Drinking excessive amounts just before the test may dilute your sample and consequently invalidate the sample. Also avoid eating any foods containing poppy seeds or poppy seed paste for at least one week prior.

You must show photo identification to the collector in order to take the test.

At the time of your drug test, you will be asked to:

- Remove unnecessary outer clothing such as coats, sweaters, jackets etc.
- Leave any bags, purses, brief cases, etc. outside of the restroom.
- Wash and dry your hands at the sink outside of the restroom.
- Collect the sample in the privacy of the restroom as quickly as possible.
- You may flush the toilet only AFTER releasing the specimen to the collector.
- Promptly give your sample to the collector as the temperature strip must be read within
- (4) minutes. When you give your sample to the collector, he/she will place a security seal over the lid.