



PRE-EMPLOYMENT DRUG TESTING NOTIFICATION AND ACKNOWLEDGEMENT

In connection with my employment application to AAR CORP. and its affiliated and subsidiary companies ('AAR') I have read and understand the AAR Company Drug and Alcohol Policy.

Furthermore, if I am being hired or transferred into a Department of Transportation (DOT) safety-sensitive position as defined in 14 CFR Part 120, I acknowledge that I have also read and understand the AAR DOT/FAA Drug and Alcohol Policy.

In being considered for employment, I understand that drug testing will be conducted to detect the presence of the following substances or a metabolite of those drugs in my system, as applicable by Company and DOT/FAA policy requirements:

- Amphetamines
- Cocaine
- Marijuana (THC)
- Opioids
- Phencyclidine (PCP)

I understand that a verified positive drug test or refusal to test will disqualify me from employment. I understand that the AAR Company Drug and Alcohol Policy applies regardless of state laws permitting the use of marijuana or other drugs outside of work. I also understand that company policy does not allow 'medical marijuana' or 'recreational marijuana' under any state law to be a valid medical explanation for a marijuana (THC) positive test and a positive test will disqualify me from employment unless prohibited by state law.

I understand that, if employed by AAR, I may be subject to Random, Post-Accident, Reasonable Suspicion, Return to Duty, and Follow Up testing and that the failure of any such test may result in disciplinary action, up to and including termination.

Finally, I represent that I have never refused or tested positive on any DOT Pre-Employment drug and/or alcohol test administered by an employer to which I applied for, but did not obtain a safety-sensitive position covered by any DOT agency drug and alcohol testing rules.

Printed Name

Signature

Date