



Declaration of Non-Tobacco Use for Employment

I acknowledge that Solantic is dedicated to providing a healthy, comfortable and tobacco-free work environment for all employees. Our reasons for moving to a practice of hiring non-smokers are simple:

1. Economics

- Employers spend an average of \$753 per year or more in medical costs for a smoker than for a non-smoker. Additionally, \$75 billion dollars in medical costs are spent in the United States for treating smoking related diseases.

2. Productivity

- Smokers miss an average of two more workdays per year than their non-smoking colleagues do.
- The loss of productivity from smoking is estimated to be \$82 billion annually.

I understand that as a health care provider, Solantic wishes to present a healthy image to the communities it serves. Further, I acknowledge that as an employee of the company, I will be expected to demonstrate healthy behaviors in order to further this image. Hence, I will be expected as a condition of my employment to be tobacco free upon hire and to remain tobacco free during my employment with Solantic. I understand that by demonstrating such behaviors, I will be educating and marketing a healthy image to my community.

I acknowledge that current employees who use tobacco are being "grand-fathered" in to the tobacco free lifestyle and they will be encouraged to quit smoking. In addition, I understand that Solantic will assist current employees in accessing educational materials on the effects of tobacco smoke.

I understand that tobacco use will be strictly prohibited within Solantic facilities or on Solantic properties for both employees and patients alike. I also understand that smoking will be prohibited in Solantic owned or leased vehicles. I acknowledge and understand my responsibility to educate those persons who violate this policy.

My signature below acknowledges that I have not been a user of tobacco or tobacco related products for at least one (1) year immediately preceding my application for employment. Moreover, I understand that I will be expected, as a condition of my employment, to be tobacco-free 24 hours a day, and to remain tobacco free during my employ with Solantic.

Under penalties of perjury, I declare that I have reviewed the foregoing Declaration, and that the facts stated in it are true.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on _____, 2009, at _____ Florida.

Declarant