



Drug Testing

Stats

- » Safety--3.6X more in accident
- » Medical--3X more medical expenses
- » Productivity--1/3 as productive
- » Late--3X more likely to be late
- » Worker's comp--5X file claim
- » Absent--16X more likely to be absent
- » Suit--they lose job, you lose company

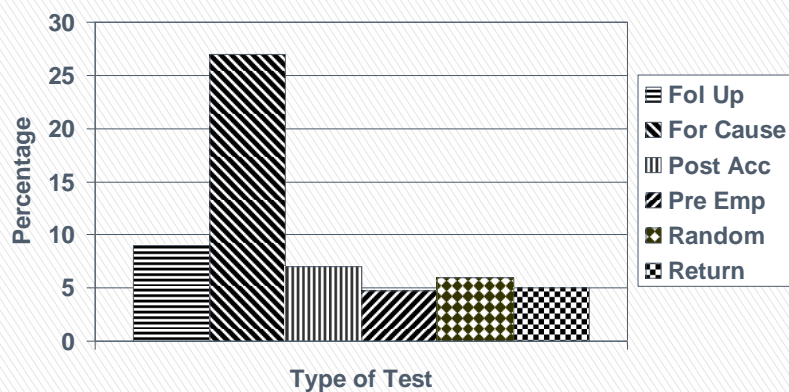
Stats

- » 75% of cocaine users take drugs on the job
- » 64% said it affects performance
- » 73% of drug users are employed
- » 15.5% employed in construction/contracting--the highest of any industry--8.1% in mfg)
- » 47% of Workers' Comp claims related to substance abuse



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Stats: Drug Positive Rate



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Cornell Study in Construction

» Cornell University

- > 51% ↓ in injury rate within 2 years of those who did drug testing compared to 14% decline in those that did not during the same time period
- > Fewer job site accidents and injuries
- > 11.41% reduction in workers' comp mod factor



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Type of Programs

- » *Pre-employment--Detect*
 - > *Refrain from using drugs or use adulterants*
- » *Post-Accident--Detect*
- » *For Cause--Detect*
- » *Return to Duty--Detect*
- » *Random--DETER*



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Type of Testing

- » Hair
- » Urine
 - > lab-based
 - > instant
- » Oral
 - > lab-based
 - > instant



Type of Testing: Hair

- » Advantages—up to 90 days
- » Disadvantages
 - > Invasive especially if hair is limited--250 strands..shaved, crew, follicle challenged. Head, chest, arm, leg. Length—MUST be 1.5 "
 - > One week delay
 - > Expensive & specialized collection
 - > Hair care products/dyes can impact
 - > 2 week delay
 - > Dark vs. light
 - > Thick vs. thin
 - > \$\$\$\$
 - > Limited collection centers
- » Your greatest liability is on-the-job drugs not what they did on vacation 3 months ago



Type of Testing: Lab Urine GAO Undercover Study

%	Failure
75%	DID NOT restrict adulterants or dilutants-- running water, soap, and air freshener WERE AVAILABLE
67%	DID NOT secure all sources of water
42%	DID NOT ask to empty pockets and display items
19%	DID NOT check temperature
17%	DID NOT use bluing agent in toilet



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Type of Testing: Lab Urine GAO

- » Adulterants, dilutants, substitutes widely available on Internet.
 - > Adulterants at 4 sites
 - > Substituted synthetic urine at 4 sites
- » Nothing was caught even when emptied pockets
 - > Strapped to leg, warmer
- » Nothing was detected at labs—synthetic urine, freeze dried urine, human urine



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Type of Testing: Lab Urine GAO

- » EVERY drug masking product went undetected by the drug screening labs.
- » Companies that make drug-masking products are aware of government test standards
 - > SAMHSA required to provide info to labs on how to test the validity of urine specimens, publicly providing detailed info on lab testing procedures on its Web site.

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Type of Testing: All Urine Adulteration



» Three Ways to Corrupt Urine Specimens:

- > Masking agents
- > Dilution
- > Substitution

*If you can't pass a urine
test, you haven't
"studied" for it!*

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Type of Testing: All Urine Adulteration

» Disadvantages of urine (lab and instant)

- > www.urineluck.com
 - + freeze dried
 - + synthetic
 - + temp controlled pouches
 - + drinks--cherry, lemon-lime flavor
 - + cheap



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Type of Testing: All Urine Adulteration

» Disadvantages of urine (lab and instant)

- > **The Urinator**
 - + www.3wave.com/irt/html
 - + What is the Urinator?
 - + How to use The Urinator
 - + The Guarantee
 - + Contacting Us
- > **Whizzinator**
 - + Onterio Smith—MN Vikings—"for my cousin"
 - + www.whizzinator.com



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Type of Testing: Lab Urine

- » Advantages of lab-based urine
 - > DOT approved—necessary for CDL license

Type of Testing: Instant Urine

- » Advantages: Instant
 - > NOTE: use instant then send to lab for confirmation--NOT DOT approved



Type of Testing: All Urine

» Disadvantages

- > 6-8 hours THC—no immediate detection
- > Bathroom issues
- > Handle urine—not dignified
- > Storage space for instant tests
- > Relatively easy to corrupt
- > Hot climate—dilute, shy bladder, etc.
- > Labs can't pick up everything
- > Spills
- > Summary—can look back longer but you're looking back at adulterated urine
- > Google
 - + Type "Pass your drug test"—300,000 sites are listed—10 years ago there were 40



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Type of Testing: All Urine Disadvantages

- » Long collection process
- » Additional costs
- » Time away from work (include fringe benefits)
- » Decreased productivity—random testing—time away from work



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Type of Testing: Lab-based Saliva

- » **Intercept® FDA cleared—assays and device**
 - > #1 Brand recognition
 - > On market since 1999, 5M+
 - > All studies quoted on lab-based saliva = Intercept
 - > Never recalled
 - > FDA cleared for 9 panels +
 - + Amp, mAmp (including Ecstasy), Cocaine, Opiates, THC, Phencyclidine, Barbiturates, Benzodiazepines, Methadone
- » **Oral-Eze**
 - > Introduced late 2011
 - > Recalled three months after product introduction
 - > Back on market
 - > FDA cleared Amp, mAmp, Cocaine, THC, Phencyclidine, Opiates = 6
- » **Quantisal**
 - > Not FDA cleared for THC
 - > FDA cleared for Amp, mAmp, Cocaine, Opiates = 4



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Type of Testing: All Urine

THC WOD (Window of Detection)

- » Detection time at 50ng/mL cutoff screens
 - > **Up to 3 days for single event/occasional use**
 - > **Up to 10 days for heavy use**
- » Detection time at 20ng/mL cutoff (DOT) screens
 - > **Up to 7 days for single event/occasional use**
 - > **Up to 21 days for heavy use**

Ref: Drug Court Review, Volume V, Issue 1, Spring 2006, pages 23-58



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Type of Testing: All Urine WOD

- » Drug dose/strength
- » Route of entry into the body
- » Duration and frequency of use
- » Rate of metabolism
- » Hydration level, food intake, physical activity
- » Testing sensitivity
- » Specificity of testing method



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Type of Testing: Compare Window of Detection

	Urine Easy to Adulterate	Intercept® Saliva Virtually impossible to adulterate
Marijuana	3 days	Lab 0-24/36 hrs.
Cocaine	2-4 days	2-3 days
Amp/Meth	2-4 days	2-3 days
Opiates	2-4 days	2-3 days
PCP	1-3 days	2-3 days



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Type of Testing: Lab-based Oral Intercept®5M Samples

Drug Class	5 Year Average of Intercept Oral Fluid Positive Rates (5.2MM Samples)	5 Year Average of Urine Positive Rates (35MM Samples)
Overall Positive Rate	4.1%	4.3%**
Amphetamines (Amphetamine + Methamphetamine)	0.41%	0.61%
Cocaine	0.78%	0.53%
THC (Marijuana)	2.50%	2.30%
Opiates	0.64%***	0.36%***
PCP (Phencyclidine)	0.02%	0.02%

* Workplace Testing for Drugs of Abuse in Oral Fluid - Positive Prevalence Rates and Statistical Trends in Oral-Fluid and Urine Workplace Drug Tests; presented at The Society of Forensic Toxicologists Meeting, September 26, 2011, by Dr. R.H. Barry Sample (Quest Diagnostics)

**Urine rate includes testing for non-SAMHSA drugs whereas the Oral Fluid rate is purely these 5 drug classes

***~8% of urine tests include testing for Hydrocodone and Hydromorphone and ~50% of oral fluid tests include testing for these same drugs



Type of Testing: Lab-based Oral Intercept®

Do you want to detect the most positives or do you want a drug test with the longest WOD (THC)?



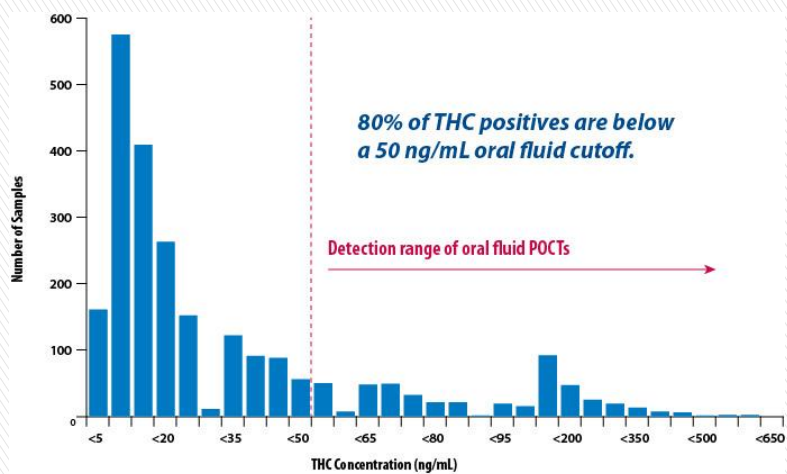
Type of Testing: Instant Oral

- » Advantages—Instant
- » Disadvantages
 - > Only 1 is FDA cleared
 - > Forensic vs. workplace—short THC
 - > No literature
 - > Many state variations—confusing



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THC and the Window of Detection



Source: Quest Diagnostics. Data on File.

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Type of Testing: Lab-based Oral Intercept®

Do you want to detect the most positives or do you want a drug test with the quickest result?

- instant saliva FDA for pre-employment
- all other testing with lab-based saliva FDA

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Type of Testing: Lab-based Oral Intercept®

- » Intercept® FDA cleared—assays and device
- » 5 minutes per test
 - > Negatives 24 hr. Internet 24/7
 - > Positives 48 hrs. MRO
- » less \$ than lab-based urine
- » Virtually impossible to adulterate
- » Min. downtime
- » Max. productivity
- » Lowes, Publix, Kroegers, +++
- » +5 million
- » Don't touch saliva, don't have to spit



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Type of Testing: Lab-based Oral Intercept®

- » THC
- » Cocaine
- » Opiates
- » Amphetamines, Methamphetamines
- » PCP
- » Ecstasy, Benzo, Barb, Hydrocodone, Hydromorphone, Oxycodone, Oxymorphone, 6MAM
- » Similar window of detection--oral/urine

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Type of Testing: Lab-based Oral Intercept®

TAFW Time Away From Work	Urine	Oral Fluid
<15	2%	100%
16-30	9%	0%
31-45	21%	0%
46-60	30%	0%
61-75	22%	0%
> 75	16%	0%
Administrative Time	@11 min.	@5-10 min.

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How Intercept® Works

Ease of collection: **3** easy steps



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Type of Testing: Compare

	Oral	Urine
Donor Dignity	Don't have to handle urine	Must handle urine
Anytime/where	No limits	Secured site
Easy Observe	Can see	Can't see
Adulteration	None	Internet sites
Marijuana	Immediate	6-8 hours
Downtime	5 minutes	1-2 hours

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Type of Testing: Comparison

Feature	Lab Oral Intercept®	Lab Urine
Anywhere Anytime	Yes	No
Bathroom	No	Yes
Skilled Labor	No	Yes
Adulteration	No	Yes
DOT	Not Yet	Yes
FDA	Yes	Yes
Lab Quality, Blind Specimen, Chain of Custody	Yes	Yes
Screen-Immunoassay	Yes	Yes
Confirm GC/MS/MS	Yes	Yes
5-13 drug	Yes	Yes
Shelf Life	1.5 yr	N/A

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Type of Testing: Lab-based Oral Intercept® Defensibility

1. Collection Site
2. Certified Laboratory—SAMHSA
 - > Screen and confirm
 - > Cut-off levels for Intercept are lower than instant urine tests which means you will detect more positives
3. Medical Review Officer
4. Upheld in court 12 times

Under this system, testing is fair, accurate and defensible.

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Type of Training: Intercept® Lab-based Oral

- » Complimentary training CD
- » Certification
- » No set up costs
- » Reps throughout country to assist all divisions



Type of Testing: State Comparison

- » Intercept® legal in 48 states with few regs (ME, HI)
- » Instant testing has many state regs.
- » Ex. In NC, can use Intercept® without restrictions but if you use instant drug test and a result is presumptive positive, you must perform confirmatory testing.



Type of Testing: Intercept® Case Studies

- » *Georgia Pacific reduced costs by \$50,000 the first year.*
- » *"When our urine positives decreased to 1%, we knew something was wrong. With Intercept, we are testing positive at the national average of approximately 5%"* Construction Company
- » *"We saw an increase in positive rates by using Intercept® (3%). You can study for a urine test but you can't do that for oral fluid!"* Casino, Las Vegas, NV
- » *"We are picking up marijuana at same rate but will save more than \$100M on testing budget. We caught more Methamphetamine users and have decreased lost days from 1000/yr. to 50/yr."* Manufacturing Co.



Intercept Summary

- » *Decrease drug testing time, increase profits*
- » *Anywhere/anytime*
- » *Legally defensible*
- » *Proven in industry as reliable*
- » *Quick results via Internet*
- » *SAMHSA certified labs + MRO*
- » *Detect more positives*
- » *Create safer workplace*



Summary: Drug Testing Presentation

- > Hair--costly, collection, 90 days
- > Lab-urine--easy to adulterate, GAO study, DOT
- > Instant urine--instant read, easy to adulterate
- > Lab-saliva--virtually impossible to adulterate, detects most positives
 - + Do you want the product that detects the most positives or do you want the product with the longest window of detection?
- > Instant saliva—instant read, miss 80% of THC



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- » Judy Swartley
- » President, Red Planet Substance Abuse Testing, Inc. www.redplanettesting.com,
jswartley@redplanettesting.com,
610.509.0567 cell
- » Laurie Jantz
- » OraSure Technology, Inc., Mid-Atlantic Manager
ljantz@orasure.com, 610.597.5538 cell

Contact Info.

