A deterrent to drug and alcohol use in the workplace.
Our random testing program will put you one step ahead.

The DriverCheck Difference
- Largest provider of random testing in Canada
- Largest testing pool with 50,000 employees
- Proven success backed by statistics
- Practical, convenient solutions
Random Testing: Choosing the Right Provider

Our history with random alcohol and drug testing

DriverCheck Inc. is Canada's leading expert on random alcohol and drug testing programs. We have been providing clients with this service since our inception in 1996. We currently manage a random pool of approximately 50,000 employees in Canada across a variety of industries and have performed random selections of helicopters, oil rigs, ships, and more.

Because of our reputation for executing fair and truly random programs in complex environments, we were asked to provide consultation to the Alcohol and Drug Risk Reduction Pilot Program (DARRPP) in advance of the launch of the initiative. Since the DARRPP announcement we have been asked to submit proposals and have consequently been awarded several contracts with large organizations operating in the Oil Sands. In working with these organizations, DriverCheck has gained significant knowledge in the complexities surrounding the implementation of random programs in the Oil Sands.

Our expertise and experience will allow your organization to stay one step ahead of health and safety issues as they relate to substance use and abuse.

Statistics from the trucking industry

The largest example of a random alcohol and drug testing program in Canada is the trucking industry. Between 1996 and 2010, DriverCheck performed approximately 240,000 drug tests and saw positive rates among drivers fall from 2.3 percent in 1996 to less than 0.5 percent in 2010. That's a decline of more than 80 percent! With positive rates in the Oil Sands that are often significantly higher than the trucking industry, there is even more opportunity for improvement. The statistics show that random testing is an effective deterrent to alcohol and drug use on the job, and increasingly, more employers are seeing the value in it.

Getting Started

General Information

DriverCheck offers a fully customized testing format suited to meet your organization’s specific needs. Our experts can help you determine the frequency of testing, where collections should take place, and how workers will be selected.
Things to consider

Before you start testing, there are a number of items that need to be considered to ensure DriverCheck develops a program that is the most cost-effective and efficient for your company:

1. **What would you like the frequency of selections to be?**
   Generally speaking, the larger the employer, the more frequent the selections. It is easier to test a smaller number more frequently, than to arrange for hundreds of workers to be tested in one day. DriverCheck can accommodate any selection frequency depending on the client’s desires (eg. daily, weekly, monthly).

2. **Would you like random selections to be based on a list of workers, locations, or workers from certain locations?**
   If you base selections on a list of workers, DriverCheck would make random selections from the list you provide to us and testing could take place at the client location or at a fixed site. Note that it can be difficult to perform this method of selection given the transient nature of the worker population. The other option is to make the random selections based on location, such as a company site, choosing workers who are working in that selected location.

3. **What percentage of your workforce will you randomly test?**
   Alberta’s Drug and Alcohol Risk Reduction Pilot Project recommends testing 50 percent of your safety sensitive workforce over a year-long period for drugs.

4. **What type of testing do you require?**
   This will be based on the objectives of your testing program. We offer a variety of testing methods, including urine and oral fluid, depending on your program needs. For alcohol, breath tests are most common. The chart below explains the characteristics of each drug test type.

<table>
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<th>Test Type</th>
<th>Pros</th>
<th>Cons</th>
<th>Applicability</th>
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| Oral fluid | • Provides a shorter time window of detection (i.e. hours, not days)  
• Depending on the cutoff levels used and the drugs tested for, it could potentially indicate impairment at the time of the test  
• Every test is directly observed so there is less risk of adulteration | • Point of Care Testing kits are not reliable for oral fluids when compared to lab-based oral fluid testing, particularly with marijuana | • At certain cutoff levels, can indicate the potential for impairment (for this reason, many clients like this for post incident, post-accident and reasonable cause, and for random testing where impairment issue outweighs risk) |
| Urine | • Provides a longer history of use than oral fluid but less than hair (a good balance) The longer window focuses on risk as opposed to impairment  
• Point of Care Testing kits are reliable screening tools (but lab-based testing is the gold standard) | • Does not indicate impairment  
• POCT cannot be used for confirmation test; lab confirmation test needed if POCT positive | • Fine balance between hair and oral fluid detection windows  
• Risk-based approach |
| Hair | • Provides up to 90 days of drug history  
• Every test is a directly observed test so there is less risk of adulteration | • More costly than oral fluid or urine  
• No Point of Care Test is available  
• Does not indicate impairment | • Used effectively for abstinence and risk based programs |
You should also consider:

- Timing of tests (i.e. before, during or after the worker’s shift);
- Who will provide DriverCheck with updates (such as worker listing, site location lists, etc.);
- Who will receive the results; and
- Whether to use a list of alternates or adjust the selections at each draw to ensure you meet your requirement.

**Complexities**

- How do we execute a random program with such a transient population?
- How do we capture the necessary worker data to make the selections?
- We operate on a 24/7 basis, how do we know how many days, nights and weekend shifts to select?
- How do we ensure a fair and reasonable selection process?
- How often should we perform a selection?

The answers to these questions are different for every organization. However, what is consistent is DriverCheck’s ability to reliably and professionally assist in developing the appropriate responses.

**Practical Solutions**

There are two basic ways to perform selections: by worker (independent of location) or by randomly selecting locations first, then selecting workers. Because the Oil Sands are populated in large part with transient workers and multiple contractors on site, it can be difficult to track down individuals for testing on short notice. For this reason, DriverCheck often recommends selecting workers based on location. Since some oil companies maintain a record of attendance at work (by way of a swipe card), DriverCheck can use this real-time information to make the selections and perform the collections on a given day. If swipe technology does not exist, DriverCheck will work with your company to determine another appropriate basis for providing a worker list. The selection method, frequency and collection approach is often dictated by the lists that can be obtained.

For convenience, we offer a combination of on-site services or mobile units for testing.

**eManda**

eManda stands for electronic Management of data and administration. This program was developed to manage alcohol and drug testing programs, including random programs. The software employs algorithms to ensure that selections are truly random. This is necessary to ensure your program is fair and defensible.

**EAP and SAP (After-Care) Services**

Counselling employees to help them with stress or personal problems is a proven way for companies to help address substance use, misuse, or abuse, lower absenteeism, and boost morale. That’s why we recommend putting an Employee Assistance Program (EAP) in place for your workers, as part of a complete alcohol and drug testing program.
We offer a nationwide service through one of Canada’s leading EAP providers. FSEAP (a division of Family Services) will help your employees with any issues they may be dealing with, such as financial or legal problems. In the end, employees return to work safe and motivated.

DriverCheck can also coordinate Substance Abuse Professional assessments through our partners, Integrated Workplace Solutions (a separate division of Family Services). IWS’ highly qualified Substance Abuse Professionals will assess, diagnosis, educate and/or treat employees who test positive for drugs or alcohol. DriverCheck can also assist with any follow up or return to duty testing required based on the SAP assessment.

**Program Management: How It Works**

DriverCheck will manage your company’s random testing program for you, and our customer service agents are available to assist you 24/7. We will notify your company once we generate a list of employees to be tested. DriverCheck will also keep track of your company’s compliance rates, issuing reminders for testing when necessary, and generating statistical reports upon request. The random testing process (including results reporting) can be managed through e-mail, by fax, or through eManda, a web-based data management tool that allows booking requests to be issued online.
For a quote, or for more information on our services, please contact:

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