YOUR DRUG TESTING HANDBOOK
DrugConfirm Advanced
CLIA-Waived Cup

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CONTACT US TODAY FOR BULK PRICING & PRODUCT INQUIRIES.
Responsibility to Our Staffing and Recruiting Clients

Millions of people would be unemployed if it were not for the workforce solutions provided by staffing and recruiting agencies. Employment trends are positive across the globe, and hiring top talent empowers companies to scale and reach their goals.

Staffing and recruiting firms need cost-effective resources to make proper additions to the workforce. Hiring policies that include drug testing and background screening streamline an overflowing pool of prospects. Our products and services ensure consistency in your candidate selection.

As a supplier of the tools necessary to eliminate drugs from the workplace, Confirm BioSciences helps recruiting professionals attract and retain clients. We are dedicated to generating drug abuse awareness to keep employment trends positive.

CONFIRM BIOSCIENCES RAISES THE BAR WITH INNOVATION.

Leading the drug testing industry is our main objective. Our tests yield the most accurate results, so clients can feel confident in your applicant options.

- Fully Licensed and Accredited Products
- More Drugs of Detection Than Any Other Tests on the Market
- Instant Reports for Faster Decision-Making
- Customizable Strategies to Suit Your Clientele
- Our People Over Profit Model Donates 5% of Total Profits to Charitable Organizations

WE ARE FAST AND COMPETITIVE.

Take advantage of our resources to boost your recruitment rate. We serve Staffing and Recruiting Experts, Management Consultants, Large and Small Business Owners, Human Resource Officials, etc. You can rely on Confirm BioSciences to honor your time and deliver the clearest outcomes at the best possible price.

Confirm BioSciences is devoted to upholding the rapport between your firm and clients. We strive to provide top-tier customer service and technical support for all of our products to let you focus on employing the masses.

MEETING OF THE MINDS.

Like you, our goal is to excel at what we do. Confirm BioSciences is a trailblazer in supplying health and wellness testing kits and laboratory solutions. Our products and services are innovative, reliable and cost-effective. We share your corporate values.

Confirm BioSciences is a global supplier of millions of drug tests to every imaginable industry. We bolster businesses of any size and owe our reputation to our diverse clientele.

WE SHATTER THE STATUS QUO.

Our thought leaders in Research and Development invent groundbreaking ideas and manifest them into our full listing of branded products and services.

WE ACT AND SPEAK IN EQUAL MEASURE.

When we work with our customers, our goal is to make their lives easier. Thorough quality control and superior customer service keeps us honest, and you happy.

WE ADD VALUE.

Quality and affordability are an inextricable duo. We leverage available resources and practice flexibility in each of our client relationships to provide you with a cost-effective business strategy.

Watch our story unfold here.

Because of the trust, passion and teamwork, we are able to create products that are the highest quality standards.

- Z. ILGAZ
How to Choose the Most Appropriate Drug Test

There are several factors to determine which drug test type is most suitable for your client. Some tests offer longer detection windows, while others can test more drugs of abuse. This flowchart will enable you to narrow your selection. This flowchart will enable you to narrow your selection. View our full product line here.

**BY SPECIMEN:**

**Saliva**
Although saliva tests have a shorter detection window (usually 6-12+ hours), they offer the benefits of immediate reporting, non-invasiveness, and mobility.

**Urine**
Urine tests offer a large detection window, and detect drugs at reasonably low cut-off levels. Urinalysis is a cost-effective drug testing strategy.

**Hair**
Of all the sample types, hair offers the longest detection window. Hair drug tests can identify drug abuse 90 days prior to analysis. These tests are non-invasive, and samples are easy to collect.

**BY POPULARITY:**

**SalivaConfirm Premium**
For a comprehensive saliva drug test that yields accurate results, SalivaConfirm Premium is a perfect solution:

- Tests for up to 12 common drugs of abuse, plus alcohol
- 5, 6, 10 & 12 panel configurations
- Ability to detect drug use hours faster compared to urine testing
- Optional saturation indicator available

**DrugConfirm Advanced**
This comprehensive urine test instantly detects up to 18 different drugs of abuse, plus adulterants:

- Tests for 18 common drugs of abuse
- 5-16 panel configurations
- Results in minutes
- Synthetic drugs including K2/Spice, Fentanyl, and EtG 80hr Alcohol available

**HairConfirm**
Our trademarked hair drug test detects commonly abused substances 90 days prior to screening:

- Tests for up to 12 of the most common drugs of abuse
- Longest drug detection cut-off time
- Extended sample lifetime
- Results documented electronically

Types of Drug Testing and Background Screening

There is a time and place for drug testing, especially if staffing and recruiting firms want to maintain compliance under the Employee Equal Opportunity Commission (EEOC) and the Occupational Health and Safety Act (OSHA). Drug testing and background screening are applicable in different stages of the hiring process:

**BACKGROUND SCREENING** is used as a pre-employment vetting tool. Background checks establish key areas of a candidate’s history throughout the last decade:
- Federal activity, I-9 certification
- Criminal background, history of offenses
- Personal information: SSN number, DOB, etc.

While background checks reveal drug-related convictions, drug testing establishes patterns of ongoing drug abuse. Variations of drug testing are better suited for specific industries at certain times, according to OSHA:

**PRE-EMPLOYMENT DRUG TESTING**
After the interview process, employers may provide candidates with offer letters contingent upon results from a drug test. It is the responsibility of the firm or employer to disclose screening protocol, and to obtain an applicant’s signed consent to drug test through a Chain of Custody Form (CCF).

**PERIODIC DRUG TESTING**
Drug testing scheduled throughout employment is useful, as long as regulatory body guidelines are followed. When employees are given proper notice and candidates receive fair disclosure before hire, periodic testing maintains drug-free workplaces without infringing upon recreational freedom.

**POST-ACCIDENT/FATALITY DRUG TESTING**
The risk of accidents and injuries is greater in labor-intensive, safety-sensitive industries. Post-accident drug testing must be performed within 24 hours of a hospitalized injury in compliance with OSHA.

**RANDOM DRUG TESTING**
If conducted improperly, random testing can violate employee rights. Donors should be selected randomly through an electronic database, and drug tests must be equally distributed among employees. Opting for Periodic instead of Random drug testing maintains a drug-free workplace with less risk of malpractice.
3 Reasons Firms Need Pre-Employment Drug Testing and Background Screening

Good recruiters know to adopt creative measures to attract top talent. Tools for staffing firms, including drug test kits and pre-employment background checks, only comprise 17% of recruiting budgets. Staffing and recruiting agencies can gain an affordable competitive advantage by offering clients a full scope of screening options before they embark on the hiring process.


4 Ways to Fairly Assess Candidate Eligibility

Employment laws are enacted to protect members of the workforce and sustain the economy. Trouble ensues if a staffing or recruiting agency violates laws enforced by the Occupational Safety and Health Association (OSHA), the Employee Equal Opportunity Commission (EEOC) and the Americans With Disabilities Act (ADA). Prevent liability by understanding how to indiscriminately apply candidate screening measures.

1. DISCLOSE WORKPLACE DRUG TEST PROTOCOL
Candidates should be informed upon hire of workplace drug testing policies. It is the responsibility of the employer to report workplace accidents and injuries. The window to report incidents of hospitalization to OSHA is 24 hours. Advanced notice of workplace code will help employees feel less reluctant about reporting workplace injuries.

2. DRUG TEST WITHOUT BIAS
Drug tests and background checks must be applied regardless of race, ethnicity, religion, previous work experience, educational background, area of residence, etc. Employers can outright ask questions along the lines of, “Have you ever been convicted of a criminal offense?” When investigating criminal history, positive findings should not immediately rule out employment. A candidate is still viable if a prior conviction is not relevant to the role, e.g. a DUI charge would have no bearing on a desk position.

3. OBTAIN CONSENT BEFORE DRUG TESTING
Employers must verify a candidate’s federal eligibility to work in the United States. As a recruiting firm representing a client, avoid liability by obtaining signed authorization from all qualified candidates for background checks and drug testing.

4. HIRE APPLICANTS WITH DISABILITIES
Disabled applicants can maintain roles without certain bona fide requirements. Do not ask questions such as, “Do you have a disability?” or “What medications are you currently taking?” Appropriate questions are, “Will your injury prevent you from performing required job duties?”, or “How can the employer accommodate your disability?” If it is later shown they do not fit the role, articulate reasons for releasing the employee to remain ADA-compliant.

Discrimination can be thwarted when drug tests and background screens are used for every prospective hire. Investigate regulatory body websites to stay up-to-date with amendments to employee rights.
Drug and alcohol abuse in the United States is a sobering issue. Worker intoxication, both on and off duty, costs billions of dollars in annual Worker’s Compensation Claims, absenteeism and turnover expenses. 6

It costs approximately $7000 dollars in coverage and Worker’s Compensation Claims for every hire with a drug addiction. 7

68% of the entire drug abusing population are employed. 8

85 billion dollars is the annual cost of accommodating workers with drug and alcohol addictions. 9

The Effects of Drug and Alcohol Abuse in the Workplace

65% of all workplace accidents and injuries are caused by employees with drug and alcohol abuse problems. 10

$3,750,500,000 is the annual cost to U.S. employers to implement drug testing programs. 11

2.5X an absentee rate greater than for workers who do not use illicit substances. 12

8 or more work days are missed by substance abusers annually. 13

$3,750,500,000 is the annual cost to U.S. employers to implement drug testing programs. 14

5 Ways to Reduce False Positives

In the past, false and presumptive positive drug test results stopped employers from hiring talented, otherwise qualified candidates. With this guide, false positives can be eliminated while talent is withheld.

**Opt for Saliva Indicators on Instant Drug Tests.**

Saliva tests are the latest innovation in workplace drug testing. Saliva drug tests cost little more than urine tests, yet save more time when performed correctly. Ensure the saliva test contains a mechanism to indicate adequate saliva collection; too little saliva may yield false or invalid results.

**Understand “Cross-Reactivity” and Which Safe Substances Trigger False Positives.**

Several foods and beverages, including poppy seeds, creatine and tonic water, can compromise drug test accuracy and yield false positives. Fortunately, these substances are metabolized quickly, so offering notice before drug testing allows candidates to avoid these substances altogether.

**Give the Opportunity to Explain Positive Drug Test Results.**

Employees should be given the chance to explain themselves if the outcome of a drug test is a presumptive or confirmed positive. An MRO is appointed to account for legitimate drug use. Drug detection time using saliva is narrowed to a 6-24 hour window after intoxication, which benefits employers who demand safety and sobriety.

**Do Not Drug Test Employees Who Are Temporarily Sick.**

Allergies, infections, or accidents often meet criteria for legitimate drug use. In these circumstances, recovery should be encouraged until metabolites are removed before drug testing. Otherwise, drug test results may be unfairly incriminating.

**Use Lab-Based Confirmation Testing.**

Lab-based confirmation testing is fast and accurate for any specimen type. Reports are delivered to the recruiter or client within 24-72 hours. Confirmation testing performed by a certified MRO eliminates any concern of false positives.

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**Instant Versus Lab-Based Drug Testing**

Depending on the role being filled and a firm’s recruiting budget, it is important to weigh the differences between instant and lab-based drug testing as an employment screening tool.

**Instant Drug Testing**

Instant drug testing devices are integrated with rapid reporting, making them useful for onsite testing. Instant drug testing pertains to urine and saliva samples, as they are quick to obtain and analyze. These affordable tests withstand the risk of human error when results are interpreted in a lab. Instant drug kits are engineered for high accuracy, and can include CLIA and FDA certification if required.

**Other Benefits Include:**

- Cost-Efficiency When Purchased in Bulk
- Immediate Results
- Useful for Onsite Testing
- Samples are Easy to Collect
- Can be Conducted in the Comfort of a Workplace

**Lab-Based Drug Testing**

If drug abuse history and recordkeeping are important considerations, it may be more beneficial to opt for laboratory style testing. Reports generated in laboratories are not as rapid as instant testing; however, analysis generally requires only 24 to 72 hours. Lab-based drug testing can be performed on any kind of specimen (urine, saliva, or hair).

**Other Benefits Include:**

- Standardized Tests Performed by Lab Professionals
- Results Filed in an Electronic Medical Record System
- Hair Tests Offer Extended History of Drug Abuse
- Labs Oversee Logistics of Specimen Collection and Turnaround Time
- Sensitive Cut-off Levels for High Accuracy Results

An important distinction between the two types of tests is the confirmation procedure for positive results. Instant tests are used for screening presumptive positive results, whereas lab-based testing provides thorough specimen examination by a Medical Review Officer (MRO) in case of positive findings. MROs help to advocate for employees with a verifiable medical need for drugs.

Please contact one of our dedicated Sales Representatives for additional training information. We are toll-free at 800-908-5603.
Marijuana Reform and Zero-Tolerance Workplace Policies

Company goals involve keeping staff productive to grow the bottom line. In spite of marijuana legalization across 30 states, employers can legally defend their zero-tolerance drug abuse policies.

A client’s rules and regulations should be clearly phrased during the interview process, and enforced afterwards. Employers must receive a candidate’s written consent as acknowledgment of their submission to a background check or drug test.

It is crucial for companies to solidify their concept of “drug-free” before designing a workplace drug policy:

**ZERO-TOLERANCE**

means no amount of any substance is permissible while on duty. Any concentration of drugs in an employee’s system, no matter how negligible, is forbidden.

**PER SE POLICIES**

are more lenient since they permit off-duty marijuana use; however, strict cut-off levels need to be established to rule out negligible intoxication levels.

Candidates who are medically prescribed marijuana or other drugs for pain management can still become valuable employees depending on the nature of the offered position.

**MEDICAL CANNABIS**

users should not be immediately overlooked for hire, especially if off-duty usage will not compromise workplace safety. This rule does not apply to safety-sensitive roles.

**DISABILITY CANDIDATES**

may still be able to perform bona fide job duties, especially if they do not test positive for drug use. Otherwise, a descriptive rejection notice can be issued.

**COMPANIES MUST SAFEGUARD THEMSELVES AGAINST MARIJUANA REFORM.**

No matter the policy, candidates and employees must align themselves with a company’s cultural values. Marijuana may be decriminalized in several states, but all forms of workplace intoxication cause property damage, slowed performance and workplace injuries. Legality of a substance does not mean it can be used without causing dramatic cognitive effects, as is the case with alcohol.

Suitable applicants may succeed in the interview process, yet fail a background check and/or drug test. Fortunately, these resources keep the workforce transparent and productive.

Saliva Drug Tests - The Latest Screening Tool

Saliva Drug Tests. No questions asked.

Saliva Drug Tests - The Latest Screening Tool

Saliva Drug Tests. No questions asked.
Confirm BioSciences pours 5 percent of annual profits into outreach programs worldwide.

We aim to take 5% and turn it into something greater.