

## Random drug testing programs

# An effective deterrent to drug and alcohol use in the workforce

Quest Diagnostics suite of drug testing products and services enables employers to create a comprehensive testing program as they work to promote and maintain a drug-free workplace.

Random testing can be a strong deterrent to employee drug use as it is conducted in a repetitive, unannounced and unpredictable manner.

### Random Drug Testing At-a-Glance

Using a random selection process, one or more individuals are chosen for testing from all of the employees in the employer’s workplace drug testing program. Employers must establish a consistent, reproducible method of choosing testing candidates in order to maintain a fair and compliant program.

A key factor that helps to determine which testing rates an employer should select is their ability to locate, notify and collect a specimen from the individuals selected for testing. The chart below contains an example of how these different variables work to build a strong program.



#### Sample program setup

Program Period	<b>Annual</b>	Frequency Rate** <i>(4 selection periods per year)</i>	<b>Quarterly</b>	Number of Individuals Selected per Selection Period	<b>18</b>
Random Rate*	<b>50%</b>	Number of Annual Tests	<b>60</b>	Number of Tests Performed per Selection Period	<b>15</b>
Pool Size <i>(Individuals)</i>	<b>120</b>	Over Sampling***	<b>20%</b>		

\*If there are 120 people in the pool and the random rate is 50%, then 60 selections will occur over a year’s time. The number of annual tests, therefore, is representative of the percentage of selections indicated by the random rate.

\*\*With multiple selection periods, the same individual could be tested more than one time during the program period (in this case annually).

\*\*\*Over Sampling is a common practice used to ensure enough individuals can be tested, since it’s not always possible to conduct a test on every person that is selected by the computer (some candidates may be out sick, on vacation, etc.).

## A variety of random program management solutions

Quest Diagnostics offers three random program management options. Diverse features, benefits, and fees enable employers to select the solution that best fits the goals of their drug-free workplace program. These different programs may be used for regulated testing, commonly referred to as “DOT” for the Department of Transportation’s federal drug testing guidelines as well as non-regulated testing (Non-DOT).



Program	Features	Management Cost
Platinum	<ul style="list-style-type: none"> <li>• Our team of experts will analyze your goals and requirements and develop a program tailored to meet your unique needs</li> <li>• We handle candidate pool(s) selections based on specific preferences</li> <li>• Fully customized notifications specifying which employees need to be tested each period</li> </ul>	Quote based on custom program development*
Gold	<ul style="list-style-type: none"> <li>• You provide us with a .CSV employee roster file each selection period and we run candidate pool selections based upon established preferences</li> <li>• An unlimited number of candidate pools are permitted for both Non-DOT and DOT testing</li> <li>• The designated employer contact is notified via email, fax or online interface about employees to be tested</li> </ul>	<b>A nominal, fixed fee*</b> Includes one candidate pool. Each additional candidate pool is \$50
Silver	<ul style="list-style-type: none"> <li>• As with the other tiers, drug test results are transmitted by our online result interface</li> <li>• An unlimited number of Non-DOT candidate pools are permitted, along with one DOT pool</li> <li>• You are responsible for setting up and maintaining your candidate pools</li> </ul>	No cost*

\* Program fees do not include specimen testing fees.

For more information call 1.800.877.7484 or visit us at [EmployerSolutions.com](http://EmployerSolutions.com).

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