

MAINE DEPARTMENT OF LABOR



Substance Abuse Testing Report, 2007

*An Annual Report
March 2008*

By: Theodore Bradstreet

MAINE
DEPARTMENT OF
LABOR
Labor Standards

2007 Substance Abuse Testing Highlights

Substance Abuse Testing Report 2007 is produced as a requirement of the Maine Substance Abuse Testing Law of 1989. All companies with approved Substance Abuse Testing Policies (exclusive of any federally mandated testing) are required to provide information for this report.

There was an increase of 7.7% in the number of employers who have approved policies to conduct tests, from 325 in 2006 to 350 in 2007.

- ✓ 348 are approved to applicant testing.
 - Of those, 39 are additionally approved to do both probable cause and random or arbitrary testing (see Section III, page 2).
 - 32 are additionally approved to do employee probable cause testing only.
 - 3 are additionally approved to do random or arbitrary testing only.
- ✓ Two employers are approved to do probable cause testing only (see Section III, page 2).

The reported number of job applicants tested increased 25.0% from 17,364 in 2006 to 21,700 in 2007.

- ✓ The number of applicant positive tests increased from 824 (4.7%) in 2006 to 1,076 (5.0%) in 2007.

5 employees were given tests for probable cause.

- ✓ 4 (80.0%) positive results were obtained

936 employees were given random or arbitrary tests.

- ✓ 30 (3.2%) positive results were obtained

Industry breakout of employers with approved substance abuse testing policies.

This is not exactly comparable to breakouts for previous years, since it is based on the North American Industry Classification System (NAICS), whereas the Standard Industrial Classification (SIC) system was used before 2005.

- | | |
|--|---------------|
| ✓ Manufacturing (NAICS Sectors 31-33) | 108 employers |
| ✓ Services (NAICS Sectors 51-81, 92) | 105 employers |
| ✓ Trade (Wholesale & Retail, NAICS Sectors 42-45) | 66 employers |
| ✓ Construction (NAICS Sector 23) | 46 employers |
| ✓ Transportation & Utilities (NAICS Sectors 22, 48-49) | 22 employers |
| ✓ Other | 3 employers |

The most commonly abused substances identified from all tests were cannabinoids (85.1% of all positives), cocaine (5.1%), opiates (1.9%), amphetamines (1.8%), and alcohol (1.2%).



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This publication is available at: http://www.maine.gov/labor/labor_stats/publications

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SECTION I

Background

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. This report pertains only to employer testing activities under Maine law. **It is not a comprehensive study of workplace substance abuse testing because it does not include individuals who are tested under federal testing programs.**

The Maine Substance Abuse Testing Law is intended to protect the privacy rights of employees, yet allow an employer to administer testing; to ensure proper testing procedures; to ensure that an employee with a substance abuse problem receives an opportunity for rehabilitation and treatment; and to eliminate drug abuse in the workplace. Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989.

The administration of this law is a collaborative effort of the following agencies:

❖ **Maine Department of Labor, Bureau of Labor Standards (BLS)**

- Reviews and approves substance abuse testing policies.
- Collects the annual reports of substance abuse testing.
- Analyzes testing data and publishes this annual report.

Model Policies

Model policies developed by the Maine Department of Labor help employers develop substance abuse policies for their workplaces and make it easier for the MDOL to review company policies. The model applicant policy, model applicant with point of collection policy, and model employee testing policy are on the MDOL website:
http://www.maine.gov/labor/labor_stats/publications/substanceabuse/modelpolicy.htm

❖ **Department of Health and Human Services, Health and Environmental Testing Laboratory**

Licensure of Testing Laboratories

The Department of Health and Human Services (DHHS) Health and Environmental Testing Laboratory is responsible for the licensure of laboratories that Maine employers can use for testing of controlled substances. There are 15 laboratories licensed by the State of Maine to do the substance abuse tests for Maine employers with approved testing policies. Of the 15 substance abuse testing laboratory licensees that were due for renewal in 2007, two did not renew, but two new labs replaced them. (See Appendix 3).

❖ **Department of Health and Human Services, Office of Substance Abuse**

- Reviews and approves employee assistance programs for employers who do probable cause or random and arbitrary testing.

Approval of Employee Assistance Programs (EAP)

Any employer with more than 20 full-time employees must have a functioning EAP prior to testing their employees as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by DHHS and certification must be renewed every two years. Fifty of fifty-nine required EAPs were certified for 2007. Most companies with lapsed EAPs do not presently do employee testing. Some EAPs are certified for parent companies and cover multiple locations that may be listed separately. (See Appendix 2).

SECTION II

Substance Abuse Testing Policy Review and Approval

In 2007, the Maine Department of Labor (MDOL) received 75 individual substance abuse testing policy submissions for review. MDOL staff completed 72 reviews. There were 3 policies with reviews pending as of December 31, 2007 (See Table 1).

Any employer desiring to do substance abuse testing, other than federally regulated testing, must submit a substance abuse testing policy to the Maine Department of Labor. An employer may not commence testing until the MDOL has notified the employer that the policy has been approved and the employer has given proper notice to its employees. Title 26 M.R.S.A. §689 addresses the penalties that can be assessed if an employer conducts substance abuse testing without an approved testing policy.

Table 1

**Substance Abuse Testing Applications Reviewed
Maine, 2007**

| | |
|------------------------------|----|
| Reviews Completed | 72 |
| Policies/Amendments Approved | 45 |
| Policies/Amendments Denied | 27 |
| Reviews Pending | 3 |

SECTION III

Types of Testing

Drug testing policies may be approved for one or all of the following types of testing:

- ◆ job applicant testing
- ◆ employee testing
 - probable cause testing – where reasonable grounds exist to believe that an

employee may be under the influence of a substance of abuse.

- random/arbitrary testing – a method of selecting people to be tested where all potential testees have an equal chance of selection by chance or where testing is based on criteria unrelated to substance abuse such as date of hire anniversary.

SECTION IV

Survey Results

Each employer with a policy approved by the Maine Department of Labor is required to report its testing activities annually. This information is collected as a mandatory annual survey. Information gathered in the survey includes the number of tests by type (applicant, probable cause or random/arbitrary), the substances tested for, and the number of positive tests for each substance.

Job Applicant Testing

The reported number (21,700) of job applicant tests conducted in 2007 increased by 25.0% from 2006. In 2007, 5.0% of the job applicant tests conducted had positive results, compared to 4.7% in 2006. Cannabinoids (85.5% of positives), cocaine (4.9%), and amphetamines (1.9%) were the most frequently identified substances. Other identified substances included opiates (1.8%), and alcohol (1.1%). Methadone, benzodiazepines, barbiturates, and phencyclidine were each identified in less than 1% of the positive tests. (See Table 2). See Appendix 4 for some controlled substances and drug names.

Table 2

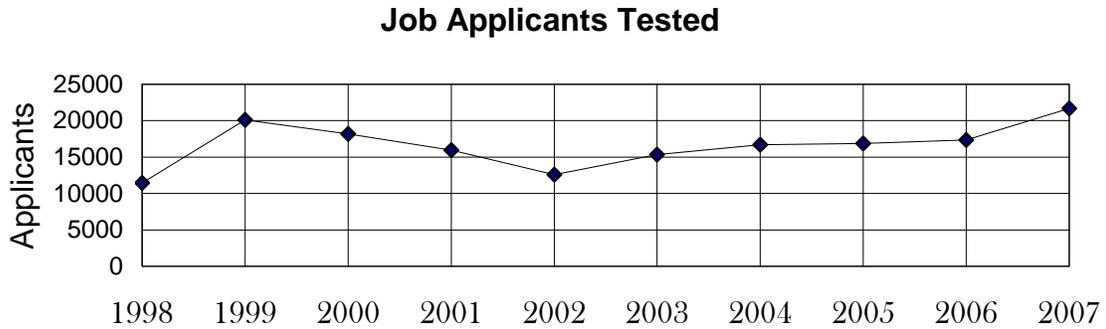
**Results of Job Applicant Tests
Under Approved Policies
Maine, 2007**

| | <u>Tests</u> | <u>As Percent of Applicant Tests</u> | <u>As Percent of Positive Tests</u> |
|----------------------------------|---------------|--|---|
| Total Job Applicant Tests | 21,700 | 100.0 | |
| Total Invalid Tests | 33 | 0.2 | |
| Positive Results | 1,076 | 5.0 | 100.0 |
| Cannabinoids | 920 | 4.2 | 85.5 |
| Cocaine | 53 | 0.2 | 4.9 |
| Amphetamines | 20 | 0.1 | 1.9 |
| Opiates | 19 | 0.1 | 1.8 |
| Alcohol | 12 | 0.1 | 1.1 |
| Methadone | 10 | .- | 0.9 |
| Benzodiazepines | 7 | .- | 0.7 |
| Barbiturates | 4 | .- | 0.4 |
| Phencyclidine | 1 | .- | 0.1 |

.- Indicates a value of less than 0.05 percent.

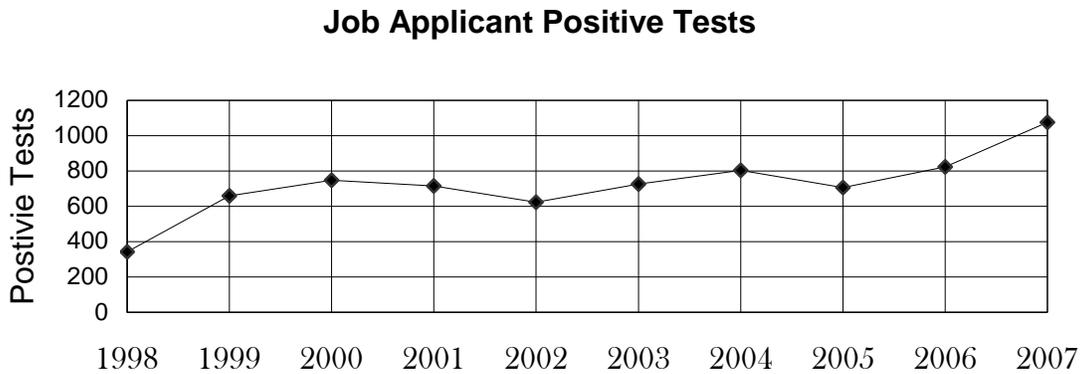
The following graph shows the number of job applicants tested for controlled substances for the years 1998 to 2007.

Figure 1



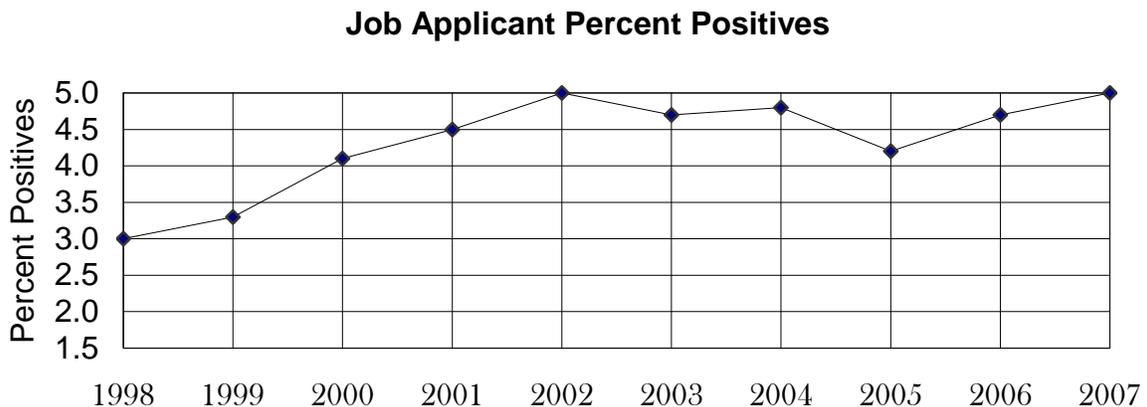
The graph below indicates the number of positive tests for job applicants from 1998 to 2007.

Figure 2



The following graph shows the percentage of positive tests for job applicants each year from 1998 to 2007.

Figure 3

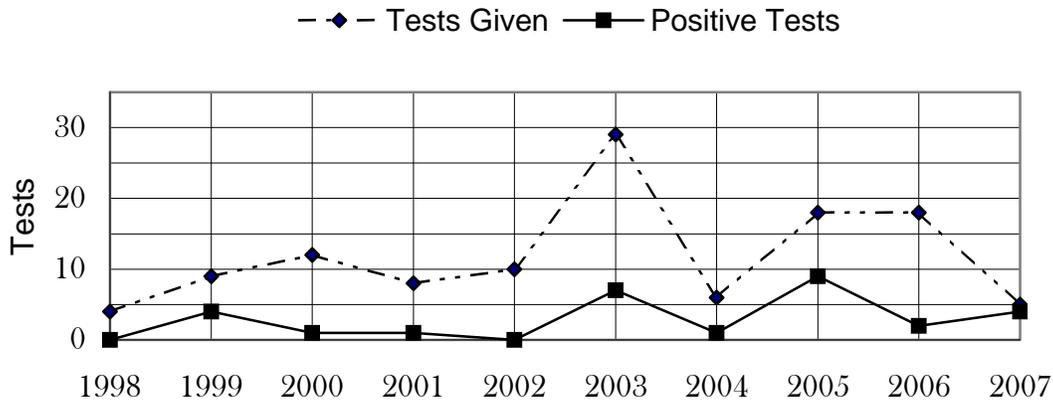


Employee Testing

A total of 941 employee tests were conducted in 2007 with 34 positive results. Five of the tests were for probable cause. Of these, there were four confirmed positives (80.0%), two for cannabinoids, one for cocaine, and one for opiates. The following graph illustrates the number of probable cause tests done and the number of positives for the years 1998 through 2007.

Figure 4

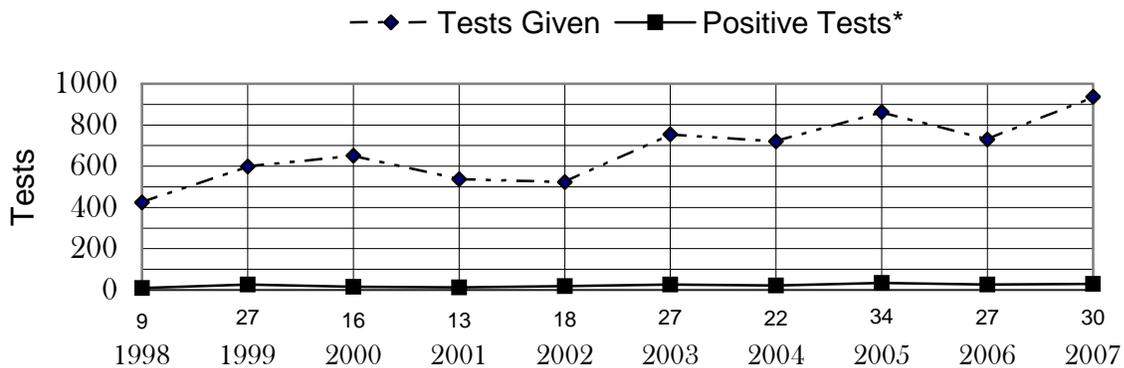
Employee Probable Cause Testing



Random or arbitrary testing accounted for 936 of the employee tests. Of these, 30 (3.2%) were confirmed positive, 23 (76.7% of positives) for cannabinoids, three (10.0%) for cocaine, and one each (3.3%) for opiates, methadone, alcohol, and barbiturates. The following graph shows the trend for random and arbitrary tests for the years 1998 through 2007.

Figure 5

Employee Random or Arbitrary Testing



* Counts shown below graph.

SECTION V

Analysis of All Results (Applicants & Employees)

A total of 22,641 tests were reported in 2007. The services industry had the most substance abuse testing policies and conducted 7,759 tests, with 5.4% positive. The wholesale and retail trade industry conducted 6,945 tests, with 4.6% positive. The manufacturing industry conducted 4,707 tests, with 4.8% positive. Transportation and public utilities conducted 563 tests with 2.5% positive tests. The construction industry conducted 2,530 tests, with 4.9% positive. (See Table 3).

Table 3

**Results of All Tests Under
Approved Policies, by Industry
Maine, 2007**

| <u>Industry</u> | <u>Number of Policies</u> | <u>Number of Tests</u> | <u>Number of Positives</u> | <u>Percent Positive</u> |
|--|---------------------------|------------------------|----------------------------|-------------------------|
| All Industries | 350 | 22,641 | 1,110 | 4.9 |
| Construction | 46 | 2,530 | 124 | 4.9 |
| Heavy Construction | 10 | 1,566 | 57 | 3.6 |
| Other Construction | 36 | 964 | 67 | 7.0 |
| Manufacturing | 108 | 4,707 | 224 | 4.8 |
| Plastics/Rubber | 7 | 592 | 25 | 4.2 |
| Food Products | 7 | 285 | 16 | 5.6 |
| Electronic/Electrical Equipment | 9 | 212 | 7 | 3.3 |
| Wood Products | 20 | 389 | 27 | 6.9 |
| Paper Products | 18 | 1,182 | 31 | 2.6 |
| Other Manufacturing | 47 | 2,047 | 118 | 5.8 |
| Transportation and Public Utilities | 22 | 563 | 14 | 2.5 |
| Trade | 66 | 6,945 | 319 | 4.6 |
| Retail | 32 | 5,883 | 252 | 4.3 |
| Wholesale | 34 | 1,062 | 67 | 6.3 |
| Services | 105 | 7,759 | 417 | 5.4 |
| Healthcare and Social Assistance | 15 | 1,648 | 14 | 0.8 |
| Professional/Tech/Scient Svc | 10 | 121 | 3 | 2.5 |
| Other Services | 80 | 5,990 | 400 | 6.7 |
| Other | 3 | 137 | 12 | 8.8 |

A drug-testing panel consists of the list of substances for which the employer will test as specified in the employer's policy. Although there are variations in the drug testing panels used by different employers, nearly all employers test for cannabinoids, cocaine and amphetamines. Among those tested, cannabinoids remain the substance with the highest percentage of positive tests, followed by cocaine. The substance least tested for is alcohol. Only 79 of the 269 companies who reported testing in 2007 included alcohol in their drug-testing panel. Of all the tests conducted during 2007, 4.9% were

positive. The highest percentage of positives for an individual substance was 4.2%, for cannabinoids, which accounted for 85.1% of all positives. (See Table 4).

Table 4
Results of All Tests Under
Approved Policies, by Specific
Controlled Substance
Maine 2007
(ordered by percent positive)

| <u>Substance</u> | <u>Employers Testing During Year</u> | <u>Total Tests</u> | <u>Total Positives</u> | <u>Percent Positive*</u> | <u>Percent of Positives</u> |
|-----------------------|--|------------------------|----------------------------|------------------------------|---------------------------------|
| All Substances | **269 | 22,641 | 1,110 | 4.9 | |
| Cannabinoids | 269 | 22,641 | 945 | 4.2 | 85.1 |
| Cocaine | 269 | 22,612 | 57 | 0.3 | 5.1 |
| Alcohol | 79 | 6,027 | 13 | 0.2 | 1.2 |
| Opiates | 268 | 22,593 | 21 | 0.1 | 1.9 |
| Amphetamines | 269 | 22,611 | 20 | 0.1 | 1.8 |
| Methadone | 128 | 9,584 | 11 | 0.1 | 1.0 |
| Benzodiazepines | 130 | 9,622 | 7 | 0.1 | 0.6 |
| Barbiturates | 137 | 9,926 | 5 | 0.1 | 0.5 |
| Phencyclidine | 263 | 21,940 | 1 | .- | 0.1 |
| Methaqualone | 100 | 7,873 | 0 | 0.0 | 0.0 |

**Percent positives of all tests conducted.*

***75 companies with approved policies reported that they did no testing in 2007 and 6 others failed to report in time to be included in this report.*

.- Indicates a value of less than 0.05 percent.

The following table shows the trend of drug testing from 1998 through 2007. The number of employers with approved policies has increased from 164 in 1998 to 350 in 2007. The total number of tests given has been increasing since 2002. The percentage of positive tests has fluctuated, with the lowest (3.0%) in 1998 and the highest (4.9%) in 2002 and again in 2007. Positive results for job applicant testing were lowest (3.0%) in 1998 and highest (5.0%) in 2002 and 2007. The percentage of positive random tests was lowest (0.9%) in 1995 and highest (4.5%) in 1999.

**Table 5
Yearly Totals by Type of Test
Applicants/Employees
1998-2007**

| Year | Number of Employers w/ Policies | Total Tests | Total Positives | Percent Positive | Applicant Tests | Applicant Positives | Percent Positive | Probable Cause Tests | Probable Cause Positives | Percent Positive | Random Tests | Random Positives | Percent Positive |
|------|---------------------------------|-------------|-----------------|------------------|-----------------|---------------------|------------------|----------------------|--------------------------|------------------|--------------|------------------|------------------|
| 2007 | 350 | 22,641 | 1,110 | 4.9 | 21,700 | 1,076 | 5.0 | 5 | 4 | 80.0 | 936 | 30 | 3.2 |
| 2006 | 325 | 18,112 | 853 | 4.7 | 17,364 | 824 | 4.7 | 18 | 2 | 11.1 | 730 | 27 | 3.7 |
| 2005 | 310 | 17,742 | 749 | 4.2 | 16,876 | 706 | 4.2 | 18 | 9 | 50.0 | 863 | 34 | 3.9 |
| 2004 | 287 | 17,428 | 826 | 4.7 | 16,702 | 803 | 4.8 | 6 | 1 | 16.7 | 720 | 22 | 3.1 |
| 2003 | 271 | 16,129 | 761 | 4.7 | 15,345 | 727 | 4.7 | 29 | 7 | 24.1 | 755 | 27 | 3.6 |
| 2002 | 252 | 13,128 | 642 | 4.9 | 12,595 | 624 | 5.0 | 10 | 0 | -. | 523 | 18 | 3.4 |
| 2001 | 239 | 16,492 | 730 | 4.4 | 15,947 | 716 | 4.5 | 8 | 1 | 12.5 | 537 | 13 | 2.4 |
| 2000 | 226 | 18,827 | 765 | 4.1 | 18,164 | 748 | 4.1 | 12 | 1 | 8.3 | 651 | 16 | 2.5 |
| 1999 | 200 | 20,725 | 691 | 3.3 | 20,118 | 660 | 3.3 | 9 | 4 | 44.4 | 598 | 27 | 4.5 |
| 1998 | 164 | 11,888 | 352 | 3.0 | 11,459 | 343 | 3.0 | 4 | 0 | -. | 425 | 9 | 2.1 |

.- Indicates a value of less than 0.05%

Figure 6

**Employers With Approved
Substance Abuse Testing Policies
1998-2007**

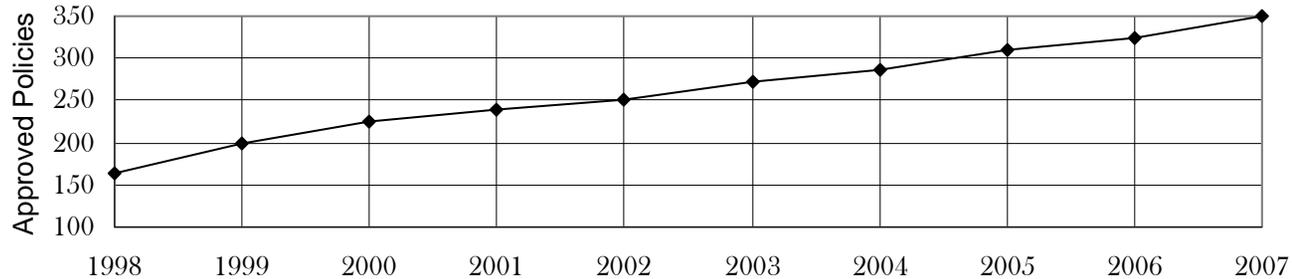


Table 6 shows the cumulative total of tests and positives for job applicants and employees from 1998 through 2007. It also shows the percentage positive for each substance as it relates to the total number of tests and to the total number of positives. The data shows that of the controlled substances tested for, cannabinoids had the highest percentage of positives by a full order magnitude.

Table 6
Positives By Substance
1998 - 2007 (Cumulative)

| | Number of Tests | As % of All Tests | As % of Positives |
|----------------------|--------------------|----------------------|----------------------|
| Total Tests | 173,127 | 100.0 | |
| Total Positives | 7,479 | 4.3 | |
| Cannabinoids | 6,368 | 3.7 | 85.2 |
| Cocaine | 519 | 0.3 | 6.9 |
| Opiates | 187 | 0.1 | 2.5 |
| Amphetamines | 154 | 0.1 | 2.1 |
| Benzodiazepines | 99 | 0.1 | 1.3 |
| Alcohol | 63 | -. | 0.8 |
| Methadone | 60 | -. | 0.8 |
| Barbiturates | 52 | -. | 0.7 |
| Phencyclidines | 17 | -. | 0.2 |
| Invalid Tests | 284 | 0.2 | |

-. Indicates a value of less than 0.05%

SECTION VI

Summary

During 2007, the Maine Department of Labor reviewed 72 substance abuse testing applications. Of the 72 reviewed, 45 new policies or amendments were approved, 27 were denied. Three applications were pending at year's end. Ten policies became inactive because the employer went out of business, ceased operation in Maine, or reported to the Department that it no longer intended to do substance abuse testing and asked to be placed on inactive status.

As of December 31, 2007, a total of 350 approved policies were in force.

The Department of Labor surveys all employers with approved policies for this report. Six employers failed to report. The 2007 survey reported that 21,700 job applicants had been tested, with 1,076 (5.0%) confirmed positive tests. There were 5 employee probable cause tests, with 4 (80.0%) reported as positive and 936 employee random or arbitrary tests, with 30 (3.2%) positives reported.

Appendix 1

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|-----------------------------------|--|--|
| A A A of Northern New England, Inc. <i>Maine Automobile Association</i> | 10/29/2003 | | |
| A C S | 6/7/2006 | 6/7/2006 | |
| A V X Tantalum Corp. | 9/27/2000 | | |
| A W S <i>Alternative Warehouse Services, Inc.</i> | 2/24/1999 | | |
| Acme-Monaco Corporation | 1/7/2003 | | |
| Acuren Inspection <i>Longview Inspections</i> | 10/6/2000 | | |
| ADECCO Employment Services <i>Olsten Staffing Services</i> | 8/12/1997 | | |
| Advantage Gases & Tools <i>Div of Portland Welding Supply</i> | 4/29/2004 | 4/29/2004 | |
| Aetna Inc. <i>Aetna Life Insurance Company</i> | 2/16/2000 | | |
| AIMCO <i>Apartment Investment and Management Company</i> | 4/30/2001 | | |
| Air Temp Mechanical Contractors <i>Air Temp, Inc.</i> | 8/6/2003 | | |
| Alexander & Associates | 1/2/2001 | 4/1/2003 | |
| Alexander-Otto Company | 9/29/2006 | | |
| Alliance Construction Inc. | 5/14/2001 | | |
| Allstate Insurance Company | 3/25/1991 | | |
| American Aerial Services Inc. | 5/11/2007 | | |
| American Red Cross Blood Services, N. E. Region | 8/22/2005 | | |
| American Steel and Aluminum Corporation | 4/30/2001 | | |
| Androscoggin Home Care & Hospice | 3/30/2007 | | |
| Applicator Sales & Service Inc. | 2/7/2007 | | |
| Arc One LLC (ADP Total Source) <i>fmr Pleasants Hardware Company</i> | 2/10/1998 | 10/20/1997 | 2/10/1998 |
| Associated Grocers of Maine | 5/1/2003 | 5/15/2004 | |
| Atlantic Industrial Co. <i>former North Atlantic Scaffolding</i> | 12/3/2007 | | |
| Atlantic Salmon of Maine LLC <i>Cooke Aquaculture, Phoenix Salmon US, Inc.</i> | 5/5/2000 | | |
| ATwork Personnel Services | 7/2/1999 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Auburn, City of | 6/9/1994 | | |
| Automotive Supply Associates Inc. | 12/6/2007 | 12/6/2007 | |
| B & M Baked Beans <i>B & G Foods, Inc.</i> | 9/4/2002 | | |
| B J's Wholesale Club, Inc. | 6/9/1994 | | |
| Backyard Farms, LLC <i>U. S. Functional Foods, LLC</i> | 8/15/2006 | | |
| Baileysville Police Dept. | 2/24/1999 | 7/22/2002 | 7/22/2002 |
| Bancroft Contracting Corp | 2/1/1994 | | |
| Bangor Area Visiting Nurses <i>Eastern Maine HomeCare</i> | 12/16/1992 | | |
| Bangor Gas Company | 6/11/2002 | 4/12/2005 | |
| Bangor International Airport | 10/26/2005 | 10/26/2005 | 10/26/2005 |
| Bangor Mall, LLC <i>fmr Kravco Simon</i> | 4/13/1995 | | |
| Bank of America Child Development Center <i>Bright Horizons Family Solutions</i> | 4/30/2002 | | |
| Barber Foods | 9/9/1997 | | |
| Bath Iron Works | 2/27/1990 | 9/4/2002 | 9/4/2002 |
| Bath Water District | 1/29/2003 | | |
| Best Buy Stores LP | 12/16/1998 | | |
| Biddeford Internet Corporation <i>dba GWI (Great Works Internet)</i> | 8/11/2005 | | |
| Blake Equipment Company <i>Northeast Mechanical Corporation.</i> | 12/21/1998 | 12/21/1998 | |
| Bob's Discount Furniture of Massachusetts <i>Bob's Discount Furniture, Inc.</i> | 3/11/2004 | | |
| Bonney Staffing Center <i>Bonney Staffing & Training Centers</i> | 1/2/2003 | | |
| Brewer Automotive Components <i>B A C, Inc.</i> | 9/17/1999 | | |
| Brewer, City of | 12/12/2000 | | |
| Brockway-Smith | 1/28/2003 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| C C B, Inc. <i>fmr K C S, Inc.</i> | 6/2/1998 | | |
| C P M Constructors | 5/9/2007 | | |
| C P R C Group LLC <i>M B Bark</i> | 4/3/2006 | | |
| C. N. Brown Company | 6/6/2001 | | |
| Cable Constructors, Inc. | 6/21/2002 | 6/21/2002 | 6/21/2002 |
| Calais, City of | 6/3/2003 | | |
| Calpine Corporation <i>fmr Energy Management Inc.</i> | 10/18/1999 | | |
| Capital Area Staffing Solutions | 9/7/2006 | | |
| Career Systems Development Corp. <i>Penobscot Job Corps Center</i> | 11/8/2006 | | |
| Cascades Auburn Fiber | 8/8/2007 | 8/16/2006 | |
| Casella Waste Systems Inc. <i>Sawyer Environmental Services</i> | 12/16/1998 | | |
| Casey Industrial, Inc. | 4/10/2007 | | |
| Cates & Associates | 4/13/2005 | | |
| Cates Technical Agency, Inc. <i>fmr Cates Temporary Agency, Inc.</i> | 4/13/2005 | | |
| Central Maine Power | 10/18/1990 | | |
| Chadwick BaRoss, Inc. | 7/21/1993 | | |
| Cianbro Corporation | 2/27/1990 | 2/27/1990 | 2/27/1990 |
| Cives Steel Company <i>Cives Corporation</i> | 10/18/1990 | 12/28/1998 | |
| Coca-Cola Bottling Co. of Northern New England | 12/29/1992 | 8/17/1993 | |
| Columbia Air Services-B H B, LLC | 6/23/2005 | 11/30/2005 | |
| Columbia Forest Products | 11/30/2007 | | |
| Commercial Delivery Systems LLC | 5/13/2005 | 6/24/2005 | 6/24/2005 |
| Commercial Paving & Recycling Co. <i>Commercial Paving Co., Inc.</i> | 2/18/2004 | | |
| Community Concepts, Inc. | 10/24/2001 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Connect North America Corp. U S A, Inc. | 1/26/2007 | | |
| Contech Stormwater Solutions | 6/17/2006 | | |
| Control Devices <i>dba First Technology</i> | 4/17/1996 | | |
| Cooper Wiring Devices <i>Arrow Hart</i> | 7/24/1990 | | |
| Corinth Wood Pellets LLC | 1/26/2007 | | |
| Corning Inc. <i>Corning Inc., Life Sciences Div.</i> | 9/19/2001 | | |
| CoWorx Staffing Services LLC | 3/14/2007 | | |
| CRI-SIL, LLC <i>former Immix Technologies, LLC</i> | 10/24/2000 | | |
| Cyro Industries | 7/24/1990 | | |
| D & G Machine Products, Inc. | 7/31/1991 | | |
| d. e. Foxx & Associates <i>X L C Personnel Services</i> | 6/22/2004 | | |
| D. L. Thurrott Air <i>The InSCO Group</i> | 1/28/2002 | | |
| Damon Mechanical Services | 4/13/2005 | | |
| Dennis Paper & Food Service <i>Dennis Beverage Co.</i> | 12/24/1991 | | |
| Dielectric Communications <i>Dielectric</i> | 7/9/1999 | | |
| Dingley Press | 8/5/2006 | | |
| DirecTECH N E | 9/15/2005 | | |
| Diver Down Underwater Services <i>Enclave Development</i> | 12/4/2001 | | |
| Doherty Employment Group | 11/15/2007 | 11/15/2007 | |
| Domtar Industries Inc. <i>Georgia Pacific, Communication Papers Div.</i> | 7/31/1991 | 6/22/2001 | |
| Down East Toyota-Scion-Buick <i>Down East Toyota-Buick/Down East Auto Body of Brew</i> | 2/9/2000 | | |
| Dragon Products | 6/7/2007 | | |
| Driveline Retail Services LLC <i>Storecast Services LLC</i> | 11/22/2006 | | |
| Ducktrap River of Maine <i>Fjord Seafood USA</i> | 12/28/1998 | | |
| Duratherm Window Corporation | 10/8/2003 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| E. S. Boulos Company <i>ESB</i> | 6/2/1998 | | |
| Eastern Fire Protection/Eastern Sprinkler Services | 10/8/2003 | | |
| Eastern Maine Healthcare <i>Eastern Maine Medical Center</i> | 1/15/1991 | | |
| Eaton Electrical, Inc. <i>Cutler Hammer, Inc.</i> | 9/2/1999 | | |
| EFMARK Service Co. <i>Premium Armored Service Co.</i> | 10/23/1997 | | |
| Electronic Data Systems <i>E D S Corporate Security</i> | 1/24/2001 | | |
| Ellsworth Builders Supply Inc. | 9/25/1990 | | |
| Elmet Technologies <i>Philips Elmet, Philips Electronics</i> | 10/4/1990 | | |
| Emery-Waterhouse | 4/8/1998 | | 11/6/1998 |
| Employment Specialists of Maine | 11/8/2006 | | |
| Energy East Management Corp. | 7/7/2003 | | |
| Enterprise Engineering, Inc. | 9/10/2002 | 10/16/2002 | 10/16/2002 |
| Equipment Rental Service, Inc. <i>dba Taylor Rental</i> | 3/2/1999 | | |
| ESOCO Orrington, Inc. | 6/3/1992 | | |
| Everett J. Prescott <i>E. J. Prescott</i> | 2/25/2000 | | |
| Express Personnel Services | 10/12/2006 | | |
| F M C Corp. <i>F M C BioPolymer Corp.</i> | 3/22/1990 | 5/18/1993 | 5/18/1993 |
| F P L Energy Maine Operating Services LLC <i>Florida Power and Light</i> | 6/23/2000 | | |
| Fiber Materials, Inc. | 6/27/1990 | | |
| First Level Technology LLC <i>First Line Solutions LLC</i> | 4/27/2001 | | |
| First Protection Services, Inc. | 2/18/2004 | | |
| Fisher Engineering <i>Fisher LLC</i> | 4/17/1996 | 4/17/1996 | |
| Flemish Master Weavers <i>Rainbow Rugs, Inc.</i> | 11/21/1990 | | |
| Formed Fiber Technologies, Inc. <i>Gates Formed Fibre Products</i> | 12/12/2000 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Formtek, Inc. <i>Cooper-Weymouth, Peterson & Rowe Machinery</i> | 4/23/2004 | | |
| Fraser Papers Ltd. <i>Nexfor/Fraser Papers Ltd.</i> | 4/15/1994 | | 9/23/1998 |
| Fraser Timber Ltd. <i>Nexfor/Fraser Timber Ltd.</i> | 8/10/2007 | 8/10/2007 | |
| Freshwater Stone & Brickwork Inc. | 11/19/2004 | | |
| Fulghum Fibres, Inc. | 10/8/1997 | 12/12/2007 | 12/12/2007 |
| G A C Chemical Corporation | 8/19/2005 | | |
| G E Security <i>Edwards Systems Technology</i> | 5/1/2003 | | |
| G P X International Tire Corp <i>Maine Rubber International</i> | 5/15/1990 | | |
| G. E. Goding & Son, Inc. | 4/24/1990 | | |
| Gagne & Son Concrete Blocks, Inc. <i>Gagne & Sons, Inc.</i> | 3/12/2004 | | |
| Garelick Farms of Maine <i>Grant's Dairy</i> | 5/20/1998 | | |
| General Dynamics ATP <i>General Dynamics Armament Systems</i> | 2/28/1990 | 8/7/1991 | 6/16/1993 |
| General Electric (Auburn) | 10/18/1990 | | |
| General Electric (Bangor) | 5/24/1990 | | |
| General Parts Inc./Carquest <i>Carquest Distribution Center</i> | 11/25/1997 | 4/27/1999 | 4/27/1999 |
| Genuine Parts Company <i>N A P A</i> | 9/27/2005 | 10/14/2005 | |
| Giroux Oil Service Company | 11/3/2004 | | |
| Goodwill Industries of Northern New England | 6/15/2007 | | |
| Grainger Industrial Supply <i>W. W. Grainger, Inc.</i> | 5/30/2000 | | |
| Great Falls Builders Inc. | 11/17/2006 | | |
| Guardsmark, LLC <i>Guardsmark, Inc.</i> | 12/5/1996 | | |
| H M S Host International <i>Autogrill Group, Inc.</i> | 1/5/1996 | | |
| H P Hood LLC <i>H P Hood, Inc.</i> | 5/15/2003 | | |
| H. Finkleman Co. - Schnitzer NorthEast <i>New England Metal Recycling LLC</i> | 4/5/2007 | | |
| Hale Trailer Brake & Wheel, Inc. | 8/6/2003 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Haley's Metal Shop | | 5/9/2007 | |
| Hampden Dept. of Pub. Safety | 1/27/1999 | | |
| Hancock Lumber | 4/29/1991 | | |
| Hannaford Bros. Distrib'n Ctr. | 5/18/1993 | 7/25/2000 | 10/1/1996 |
| HealthSouth Corporation | 10/20/1997 | | |
| Hertz Corporation, The | 6/11/2002 | | |
| Hinckley Co., LLC, The <i>Hinckley Yachts</i> | 9/4/2002 | | |
| Hollywood Slots at Bangor, etc. <i>Bangor Historic Track Inc.</i> | 6/29/2005 | 4/27/2007 | |
| Home Depot | 11/1/1996 | | |
| Houlton Police Department | 10/19/2007 | | |
| Huber Engineered Woods, LLC <i>J. M. Huber Corp., Easton Dept.</i> | 4/29/1991 | 4/29/1991 | |
| Huhtamaki <i>Huhtamaki Food Services Inc.</i> | 7/24/1990 | 7/30/1999 | |
| Hussey Seating Company | 12/24/1990 | | |
| Ikon Office Solutions, Inc. | 2/24/1999 | | |
| Imerys/Americarb Inc. <i>dba Imerys Pigments & Additives Group</i> | 7/14/2000 | | |
| INFAB Refractories <i>fmr Atlantic Contracting & Specialties</i> | 7/22/1993 | | |
| Innovative Distribution Services <i>fmr Speedy Warehouse Services Inc.</i> | 9/1/2000 | | |
| InterFace Fabric <i>Interior Fabrics Group</i> | 1/26/1999 | | |
| Interstate Brands Company <i>J J Nissen</i> | 1/3/1992 | | |
| Irving Forest Products, Inc. (Pinkham Sawmill) <i>Pinkham Sawmill</i> | 7/23/2002 | 7/23/2002 | 7/23/2002 |
| Irving Tanning Company | 12/27/1993 | | |
| Jagger Brothers, Inc. | 5/14/2001 | | |
| Jean's Waterproofing, Inc. | 7/8/2004 | | |
| JF2 LLC <i>dba On Target Utility Services</i> | 12/8/2005 | 12/8/2005 | 12/8/2005 |
| Johns Manville (Lewiston) <i>Schuller International</i> | 1/21/1997 | | |
| Johnson & Jordan, Inc. | 3/11/2005 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Kassbohrer All Terrain Vehicles, Inc. | 10/24/2000 | | |
| Katahdin Forest Products/Cedar Ideas | 1/18/2005 | 1/18/2005 | |
| Katahdin Paper Company LLC <i>Great Northern Paper/Bowater</i> | 12/16/1992 | 7/13/2005 | 7/13/2005 |
| Kelly Services Inc. | 1/30/2003 | | |
| Kennebunkport Police Department | 3/28/2002 | | |
| KidsPeace National Centers of New England <i>KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng</i> | 5/5/2000 | | |
| Knight-Celotex LLC <i>formerly Masonite Corporation</i> | 6/9/1994 | | |
| Kohl's Department Stores | 8/4/2004 | | |
| L & B Electrical Contractors, Inc. | 2/25/2003 | | |
| L K Q Gorham Auto Parts Inc. <i>Gorham Auto Parts</i> | 12/6/2004 | 8/17/2005 | |
| L M S Intellibound, Inc. <i>Labor Management Service</i> | 2/8/2004 | | |
| Lane Construction Corp., The <i>Lane Industries</i> | 12/16/1992 | | |
| Lincare Inc. | 2/9/2000 | | |
| Lincoln Paper and Tissue, LLC <i>Lincoln Pulp and Paper</i> | 1/12/2005 | | |
| Lohmann Animal Health International <i>Maine Biological Laboratories</i> | 12/4/2001 | | |
| Lonza Rockland <i>Cambrex Bio Science Rockland</i> | 12/23/2005 | | |
| Louisiana-Pacific Corporation | 5/20/1998 | 5/20/1998 | 5/20/1998 |
| Lowe's Home Centers Inc. | 11/3/2004 | | |
| Lucas Tree Expert Company, Inc. | 4/29/1991 | | |
| Madison Paper Industries | 4/19/1990 | | |
| Maine Business Services <i>dba Manpower</i> | 4/30/2002 | | |
| Maine Distributors | 5/2/2007 | | |
| Maine Drilling and Blasting | 9/9/1999 | | |
| Maine Plastics <i>Consolidated Container Co., LLC</i> | 7/21/2000 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Maine Public Service | 6/13/1990 | | |
| Maine Woods Company LLC | 4/21/1999 | | |
| Mainely Vinyl Inc. | 9/21/1998 | | |
| MaineToday | 8/24/2005 | | |
| Marion Transfer Station, Inc. | 4/12/2005 | 4/12/2005 | 4/12/2005 |
| Marquis Heating | 8/8/2007 | | |
| Marriott International | 10/17/1995 | | |
| Mathews Brothers Company | 10/26/2006 | | |
| McCain Foods USA, Inc. <i>McCain Foods, Inc.</i> | 2/24/1992 | 4/28/1998 | 4/28/1998 |
| Medical Staffing Network | 3/28/2002 | | |
| Mexico Water District | 10/29/2003 | 10/29/2003 | |
| Mid Maine Communications | 12/31/2003 | 12/3/2007 | 12/3/2007 |
| Mid State Machine Products | 5/15/1990 | 8/14/1990 | 8/14/1990 |
| Midwest Price Co., LLC | 9/27/2000 | 2/12/2002 | 2/12/2002 |
| Milo Water District | 9/15/2004 | 10/25/2004 | 10/25/2004 |
| Milton CAT <i>Southworth-Milton, Inc.</i> | 8/2/2005 | | |
| Modern Pest Services | 11/17/2006 | | |
| Montreal, Maine & Atlantic Railway <i>Bangor & Aroostook Railroad</i> | 6/19/1998 | | |
| Mount Hope Cemetery Corporation | 4/15/1995 | | |
| Mr. Signs Inc. | 10/22/2007 | 10/22/2007 | |
| N R F Distributors Inc. | 6/30/2004 | | |
| National Semiconductor Corp. | 12/22/1999 | | |
| Naturally Potatoes <i>a Basic American Foods Division LLC</i> | 11/18/2005 | 8/7/2007 | |
| Netflix Inc. | 6/15/2007 | 6/15/2007 | 10/10/2007 |
| New England Insulation | 4/29/1999 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| New England Truck Tire Centers Inc. | 4/8/2004 | | |
| New Horizons for Young Women <i>New Horizons Wilderness Program, Daughters, Inc.</i> | 6/1/2001 | | |
| New York Life Insurance Company | 3/28/2002 | | |
| Newark Paperboard Products <i>Gardiner Paperboard</i> | 8/15/1997 | | |
| NewPage Corporation <i>MeadWestvaco Corporation</i> | 3/19/1990 | 10/25/1990 | 10/25/1990 |
| Newport, Town of | 11/8/2006 | | |
| Next Generation Vending Inc. <i>All Seasons Services Inc.</i> | 6/23/2000 | | |
| Nichols Portland (div Parker Hannifin) | 12/22/1998 | | |
| Northeast Airmotive | 9/18/2001 | | |
| Northeast Cardiology Associates | 11/3/2005 | | |
| Northeastern Environmental Services | 7/21/2000 | | |
| Northeastern Log Homes, Inc. | 4/21/2000 | | |
| Nortrax | 9/11/2002 | | |
| Norway Water District | 11/8/2006 | | |
| Norway-Paris Solid Waste, Inc. | 7/7/2004 | | |
| Oakhurst Dairy | 2/28/1990 | | |
| Ocean State Job Lot | 4/27/2006 | | |
| O'Connor Constructors, Inc. <i>Thomas O'Connor & Company Inc.</i> | 7/9/1999 | | |
| Old Town Canoe <i>Johnson Outdoors, Inc.</i> | 2/25/2003 | 2/25/2003 | |
| Old Town Lumber Company, Inc. | 4/21/2000 | | |
| Omicare Pharmacy of Maine <i>policy includes NCS and Pharm Corp</i> | 3/29/2002 | 12/3/2003 | 12/3/2003 |
| Oxford Networks <i>Oxford County Telephone Service</i> | 12/3/2003 | 9/27/2006 | 9/27/2006 |
| P & G Tambrands Inc. <i>Tambrands, Procter & Gamble Tambrands</i> | 1/13/1999 | | |
| P F G Northcenter <i>Northcenter Foodservice Corporation</i> | 9/19/1990 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| P S C Industrial Outsourcing <i>Philip Services Corp North Atlantic Inc.</i> | 11/10/1993 | | 11/16/1998 |
| PAGEmployment <i>Page Employment Inc.</i> | 6/4/2004 | | |
| Panolam Industries International <i>Pioneer Plastics Corp.</i> | 9/19/1990 | | |
| Parkview Adventist Medical Center | | 11/17/2006 | |
| Paul G. White Tile Company | 7/21/1993 | | |
| Paychex | 6/15/2007 | | |
| Pegasus Cleaning Corp. | 2/15/2007 | | |
| PenBay Healthcare & Affiliates <i>PenBay Medical Center & many affiliates</i> | 5/2/2007 | | |
| Penobscot County Sheriff's Office | 8/11/1998 | | |
| Penobscot Regional Communications Center | 1/27/1999 | | |
| Pepsi Bottling Group, The <i>Seltzer & Rydholm</i> | 12/29/1992 | 10/10/2007 | |
| Perma Treat Corporation <i>fmr Aroostook & Bangor Resources Inc.</i> | 3/13/2001 | | |
| Pharm Corp of Maine LLC <i>part of Omnicare, reports separately</i> | 3/29/2002 | 12/3/2003 | 12/3/2003 |
| Pike Industries, Inc. <i>Tilcon of Maine</i> | 10/4/1990 | | |
| Pine Environmental Services, Inc. | 11/16/2007 | | |
| Pine State Trading Company | 8/2/2005 | | |
| Pizzagalli Construction Co., Inc. | 5/26/1998 | | |
| Plum Creek Timber Company <i>Plum Creek Marketing, Inc.</i> | 10/15/1998 | | |
| Poland Spring Bottling Co. <i>div of Nestle Waters North America</i> | 6/8/1999 | | |
| Pollack Corporation, The <i>dba G. M. Pollack & Sons</i> | 8/25/1992 | | |
| Portage Wood Products LLC | 9/29/2006 | | |
| Portland Air Conditioning, Inc. | 2/15/2005 | | |
| Portland Fish Exchange, Inc. | 6/3/2003 | | |
| Portland Press Herald/Maine Sunday Telegram | 8/24/2005 | | |
| Portland Water District | 9/4/2002 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Pratt & Whitney Aircraft Group <i>a United Technologies company</i> | 6/22/1990 | 6/22/1990 | |
| Pro Search Inc. | 10/24/2007 | | |
| Progressive Distributors, Inc. | 5/18/1993 | | |
| Project Staffing Inc. | 12/23/2005 | | |
| Prudential Financial | 11/1/2005 | | |
| R R Donnelley (Wells Plant) <i>fmr Spencer Press Inc.</i> | 7/21/2000 | | |
| R T S Packaging LLC <i>fmr Rock-Tenn</i> | 5/28/1991 | 11/4/1991 | 11/4/1991 |
| Radiodetection Corporation | 9/5/2003 | | |
| Rare Hospitality International Inc. <i>Bugaboo Creek Holdings Inc.</i> | 9/17/1999 | 9/17/1999 | |
| Reed & Reed Inc. | 6/25/1992 | 5/9/2007 | 5/9/2007 |
| Riley Medical, Inc. | 8/17/1993 | | |
| Robbins Lumber Inc. | 9/29/2006 | | |
| Rockland Marine Corporation | 1/24/2007 | | |
| S B A Network Services | 2/4/2004 | 9/4/2004 | 9/4/2004 |
| S W & B Construction Co. | 4/29/1991 | 2/22/1999 | 2/22/1999 |
| Safe Handling Inc | 5/10/2007 | | |
| Saint-Gobain B T I, Inc. <i>Brunswick Technologies, Inc.</i> | 7/9/1999 | | |
| Sappi Fine Paper (Somerset) <i>fmr S. D. Warren</i> | 5/28/1991 | 12/30/1993 | |
| Sappi Fine Paper (Westbrook) <i>fmr S. D. Warren</i> | 4/29/1991 | 12/30/1993 | |
| Sargent Corporation <i>fmr H. E. Sargent</i> | 4/17/1996 | | |
| Scarborough, Town of | 2/25/2003 | | |
| Scholastic Book Fairs <i>Scholastic, Inc.</i> | 5/2/2001 | 5/2/2001 | 5/2/2001 |
| Scooter Store, The | 10/26/2005 | | |
| Seaboard Security | 9/15/2004 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Securitas Security Services U S A <i>Burns Security, Halls Security Services, Inc.</i> | 9/15/2004 | | |
| Shaw's Supermarkets, Inc., Wells Distribution Ctr. | 6/10/2000 | | |
| Shaw's Supermarkets/Stores Only | 11/18/2005 | | |
| Sigco, Inc | 11/29/2007 | | |
| Sisters of Charity Health System <i>includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED</i> | 7/19/1995 | | |
| Skowhegan, Town of | 8/28/1998 | | |
| Smith & Wesson Corporation | 3/27/2003 | | |
| Solon Manufacturing Co. | 7/19/1995 | | |
| Sonoco Products Company | 7/31/1991 | | |
| South Portland, City of | 11/7/2006 | | |
| Specialty Minerals Inc. | 4/6/1996 | 4/3/1997 | |
| Sprague Energy Corporation | 4/13/1995 | | |
| Springborn Staffing/Industrial Staffing | 11/15/2005 | | |
| Spudnik Equipment Company LLC | 8/16/2005 | | |
| St. Paul Travelers <i>fmr St. Paul Companies</i> | 7/24/1990 | | |
| Staff Management | 1/20/2004 | | |
| Standard Insurance Company, The | 3/25/2003 | | |
| Standard Waterproofing, Inc. | 4/13/1998 | | |
| Station Class Constructors, Inc. | 1/26/2001 | 2/6/2001 | 2/6/2001 |
| Sullivan & Merritt Inc. | 5/18/1993 | | |
| Target Corporation | 7/9/2001 | | |
| Teaford Construction | 4/26/2007 | | |
| Time Warner Cable | 1/20/2004 | | |
| Trans-Tech Industries Inc. | 9/27/2000 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Tweeter Home Entertainment Group | 11/18/2005 | | |
| U B S Financial Services Inc. <i>fmr Paine Webber Inc.</i> | 4/23/2004 | | |
| U. S. Cellular | 5/5/2000 | | |
| Unifirst Corporation | 5/20/1993 | | |
| Union Water Power Co. | 7/21/2000 | 4/2/2003 | 4/2/2003 |
| Valenite, LLC | 9/1/2005 | | |
| Valley National Gases LLC <i>Advantage Gases and Tools</i> | 12/20/2007 | | |
| Verizon New England <i>formerly Nynex</i> | 10/5/1994 | 10/5/1994 | 10/5/1994 |
| Verso Paper (Androscoggin Mill) <i>fmr International Paper</i> | 11/5/1990 | 6/9/1994 | |
| Verso Paper (Bucksport Mill) <i>fmr International Paper</i> | 3/23/1990 | 9/19/2001 | 9/19/2001 |
| Vescom Corporation | 5/18/1993 | | |
| VingTech Corporation | 11/16/2007 | | |
| Volk Packaging Corporation | 8/17/2006 | | |
| Waldron Group of Companies | 2/7/2007 | | |
| Wal-Mart Stores Inc. | 3/31/1998 | | |
| Walpole Woodworkers Inc. | 2/12/2001 | | |
| Waterville Anesthesia Associates | 4/30/1993 | 4/30/1993 | 4/30/1993 |
| Watts FluidAir (div Parker Hannifin) | 6/24/1997 | | |
| Wausau Paper Specialty Products LLC <i>Wausau Paper Otis Mill Inc.</i> | 9/2/1999 | | |
| Webber Oil Company | 4/17/1996 | | |
| WestPoint Home Inc. <i>WestPoint Stevens Inc.</i> | 12/22/1998 | | |
| Whatman Inc. | 6/4/2003 | | |
| Willette Welding, Inc. | 12/22/1999 | | |
| William Atwood Lobster Company | 10/13/2006 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Wise Business Forms, Inc. <i>EPX</i> | 6/3/2003 | | |
| Wood Structures Inc. | 3/25/1991 | | |
| Work Source Staffing Services <i>Work Source became a dba of M & K Inc. during 2007</i> | 3/13/2001 | | |
| Wright-Ryan Construction, Inc. | 2/24/2005 | | |
| Wyman & Simpson, Inc. | 5/18/1993 | | |
| XPEDX <i>Division of International Paper</i> | 7/21/1993 | | |
| Z F Lemforder Corporation | 12/3/1991 | | |
| Zampell Refractories, Inc. | 12/30/1993 | 12/30/1993 | 12/30/1993 |

Appendix 2

In order to maintain approval of probable cause or random/arbitrary employee testing policies, employers must have an employee assistance program (EAP) certified by the Department of Health and Human Services. The following is a list of employers required to have EAPs.

| Employer | Location | |
|---|-----------------|----|
| Associated Grocers of Maine | Gardiner | ME |
| Bangor Gas Company | Bangor | ME |
| Bangor International Airport | Bangor | ME |
| Bath Iron Works | Bath | ME |
| Blake Equipment Company* | Bloomfield | CT |
| Cascades Auburn Fiber* | Auburn | ME |
| Cianbro Corporation | Leeds | ME |
| Cives Steel Company | Augusta | ME |
| Coca-Cola Bottling Co. of Northern New England | Bedford | NH |
| Commercial Delivery Systems LLC | Bangor | ME |
| Domtar Industries Inc. | Baileyville | ME |
| Enterprise Engineering, Inc. | Freeport | ME |
| F M C Corp. | Rockland | ME |
| Fisher Engineering | Rockland | ME |
| Fraser Papers Ltd. | Madawaska | ME |
| Fraser Timber Ltd. | Ashland | ME |
| Fulghum Fibres, Inc. | Augusta | GA |
| General Dynamics ATP | Saco | ME |
| General Parts Inc./Carquest | Bangor | ME |
| Genuine Parts Company | Westbrook | ME |
| Haley's Metal Shop | Biddeford | ME |
| Hannaford Bros. Distribut'n Ctr. | Portland | ME |
| Hollywood Slots at Bangor, etc. | Bangor | ME |
| Huber Engineered Woods, LLC | Easton | ME |
| Huhtamaki | Waterville | ME |
| Irving Forest Products, Inc. (Pinkham Mill) | Ashland | ME |
| JF2 LLC | Gardiner | ME |

Appendix 2, Continued

| Employer | Location | |
|--------------------------------------|-----------------|----|
| Katahdin Forest Products/Cedar Ideas | Oakfield | ME |
| Katahdin Paper Company LLC | E. Millinocket | ME |
| L K Q Gorham Auto Parts Inc.* | Gorham | ME |
| Louisiana-Pacific Corporation | Houlton | ME |
| McCain Foods USA, Inc. | Easton | ME |
| Mid Maine Communications | Bangor | ME |
| Mid State Machine Products | Winslow | ME |
| Midwest Price Co., LLC | Monticello | AR |
| Naturally Potatoes | Mars Hill | ME |
| NewPage Corporation | Rumford | ME |
| Old Town Canoe | Old Town | ME |
| Omnicare Pharmancy of Maine | Westbrook | ME |
| Oxford Networks | Lewiston | ME |
| P S C Industrial Outsourcing* | Toledo | OH |
| Parkview Adventist Medical Center | Brunswick | ME |
| Pepsi Bottling Group, The | Manchester | NH |
| Pharm Corp of Maine LLC | Augusta | ME |
| Pratt & Whitney Aircraft Group | North Berwick | ME |
| R T S Packaging LLC | Scarborough | ME |
| Rare Hospitality International Inc.* | Atlanta | GA |
| Reed & Reed Inc. | Woolwich | ME |
| S B A Network Services | Roswell | GA |
| S W & B Construction Co. | Auburn | ME |
| Sappi Fine Paper (Somerset) | Skowhegan | ME |
| Sappi Fine Paper (Westbrook)* | Westbrook | ME |
| Specialty Minerals Inc. | Behlehem | PA |
| Union Water Power Co.* | Rochester | NY |
| Verizon New England* | Woburn | MA |
| Verso Paper (Androscoggin Mill) | Jay | ME |
| Verso Paper (Bucksport Mill)* | Bucksport | ME |
| Waterville Anesthesia Associates* | Waterville | ME |
| Zampell Refractories, Inc. | Auburn | ME |

* Currently lapsed, no employee testing permitted

Appendix 3

Laboratories Approved to Do Substance Abuse Testing, 2007

The following laboratories, none in Maine, were licensed as of the end of 2007 to perform the tests for companies with substance abuse testing policies that have been approved by the Maine Department of Labor.

| Laboratory Name | Address | Date Expires |
|--------------------------------------|---|---------------------|
| ACM Medical Laboratory | 160 Elmgrove Park Rochester, NY 14264 | 05/01/08 |
| Advanced Toxicology Network | 3560 Air Center Covve, Suite 101 Memphis, TN 38118 | 11/05/08 |
| Calloway Drug Testing Labs | 34 Commerce Way Woburn, MA 01880 | 07/01/08 |
| Clinical Reference Laboratory | 8433 Quivira Rd. Lenexa, KS 66215 | 08/20/08 |
| DrugScan, Inc. | 1119 Mearns Rd. Warminster, PA 18974 | 07/10/08 |
| Kroll Laboratory Specialists, Inc. | 1111 Newton St. Gretna, LA 70053 | 05/08/08 |
| Laboratory Corp. of America Holdings | P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, N.C. 27709 | 01/10/08 |
| Laboratory Corp. of America Holdings | 69 First Ave. Raritan, NJ 08869 | 03/12/08 |
| MAXXAM Analytics, Inc. | 6740 Campobello Rd. Mississauga, Ontario Canada L4Z 1p1 | 05/15/08 |
| Medtox Laboratories, Inc. | 402 West County Rd. D Saint Paul, MN 55112 | 03/01/08 |

Appendix 3, Continued

Laboratories Approved to do Substance Abuse Testing, 2007.

| Laboratory Name | Address | Date Expires |
|------------------------|---|---------------------|
| Northwest Toxicology | 2282 South Presidents Dr, Suite C West Valley City, UT 84120 | 05/05/06* |
| Psychemedics Corp. | 5832 Uplander Way Culver City, CA 90230 | 12/27/08 |
| Quest Diagnostics | 3175 Presidential Dr. Atlanta, GA 03040 | 03/12/08 |
| Quest Diagnostics | 10101 Renner Blvd. Lenexa, KS 66219 | 07/27/08 |
| Quest Diagnostics | 400 Egypt Rd. Norristown, PA 19403 | 06/24/08 |

* *Renewal overdue*

Appendix 4

Some Controlled Substances, Drug Names, and Classifications

This is a list of some common drug names; it is not meant to be all-inclusive.

Controlled Substances and Drug Names*:

Cannabinoids*:

- Hashish
- Marijuana
- Tetrahydrocannabinol (THC)

Depressants:

- Barbiturates*
- Benzodiazepines*
- Glutethimide
- Methaqualone*

Hallucinogens:

- Amphetamine Variants*
- LSD
- Mescaline and Peyote
- Phencyclidine (PCP, angel dust)*
- Phencyclidine Analogs

Narcotics:

- Codeine
- Heroin*
- Hydromorphone
- Meperidine (Pethidine)
- Methadone*
- Morphine*
- Opium*

Stimulants:

- Amphetamines*
- Cocaine*
- Methylphenidate
- Phenmetrazine

* Substances currently approved for drug testing under Maine law.