

2015 Annual Report on

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| Substance Abuse Testing by Maine Employers |

**March 2015**

Submitted to the Maine Legislature by

Maine Department of Labor

Bureau of Labor Standards

Substance Abuse Testing By Maine Employers

2015

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Bureau of Labor Standards

Maine Department of Labor

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This publication is available at: http://www.maine.gov/labor/labor\_stats/publications/substanceabuse/

## Scope

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor, Commerce, Research and Economic Development in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A.§690. 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 treatment, and to eliminate drug abuse in the workplace. The law was initially enacted in 1989 and was amended by the Legislature in 1995, 1999, 2001, 2003, 2005, 2007, 2009 and 2011.

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, which are outside the scope of state testing law. Further, it does not include non-federal employee testing data from some employers who have been exempted under the most recent amendment to the Maine law.

## Practice

The administration of the Maine Drug Testing 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.

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

**Laboratory**

Responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. For a list of approved testing laboratories, contact the Maine Department of Labor.

**Department of Health and Human Services, Division of Licensing and Regulatory Services**

Any employer with more than 20 full-time employees must have a functioning Employee Assistance Program (EAP) prior to testing their employees, as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by the Department of Health and Human Services and certification must be renewed every two years.

Any employer desiring to undertake substance abuse testing of current or prospective employees, other than those tested under federal regulations, 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.

Policy templates 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 current policy templates are available on the MDOL website: [www.maine.gov/labor/labor\_laws/substance\_abuse\_testing](http://www.maine.gov/labor/labor_laws/substance_abuse_testing).

## Survey

Each employer with a drug testing policy approved by the Maine Department of Labor (see Appendix 1) is required to report its testing activities annually. This is accomplished via a mandatory survey conducted by the Department. Survey notices are presented to all employers with active policies at the beginning of each year to ensure accurate data collection of all testing done in the previous year. Exempt employers are also invited to participate in the survey to the extent of any drug testing they perform on non-federally regulated applicants or employees.

Information gathered from 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. Survey data are processed directly into this report.

## Results by Type of Test

Table 1 provides the results of employer drug testing in 2015 based on the types of drug tests that were taken. They include:

*Applicant Testing*

Applicant testing is for individuals who have been offered employment with a company or placed on a roster of eligibility for employment. Testing is conducted before the individual is hired.

*Employee Testing—Probable Cause*

Probable cause testing is conducted where reasonable grounds exist to believe that an existing employee may be under the influence of a substance of abuse.

*Employee Testing—Random/Arbitrary*

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Some employers with random testing policies select from their pool of safety or performance sensitive positions, while most employers include all employees in the selection process. Arbitrary testing is based on criteria unrelated to substance abuse, such as the anniversary of hire date.

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| --- | --- | --- | --- | --- | --- | --- |
| **Table 1: Results by Test Type**  **Maine, 2015** | | | | | | |
|  | **Applicant**  **Tests** | **Applicant Percent Positive** | **Probable Cause Tests** | **Probable Cause**  **Percent Positive** | **Random/ Arbitrary Tests** | **Random/ Arbitrary Percent Positive** |
| **Total Tests** | **25,059** |  | **45** |  | **1153** |  |
| **Total Invalid Tests\*** | **132** | **0.5%** | **1** | **2.2%** | **8** | **0.7%** |
| **Total Positive Results** | **1,257** | **5.0%** | **11** | **24.4%** | **40** | **3.5%** |
| Cannabinoids | 1,053 | 4.2% | 5 | 11.1% | 35 | 3.1% |
| Amphetamines | 59 | 0.2% | 1 | 2.2% | 3 | 0.3% |
| Alcohol | 38 | 0.1% | 1 | 2.2% | 0 | 0.0% |
| Cocaine | 27 | 0.1% | 2 | 4.4% | 0 | 0.0% |
| Methadone | 25 | 0.1% | 0 | 0.0% | 0 | 0.0% |
| Opiates | 22 | <0.1% | 2 | 4.4% | 1 | 0.1% |
| Benzodiazepines | 19 | <0.1% | 0 | 0.0% | 1 | 0.1% |
| Barbiturates | 9 | <0.1% | 0 | 0.0% | 0 | 0.0% |
| Phencyclidine | 4 | <0.1% | 0 | 0.0% | 0 | 0.0% |
| Methaqualone | 1 | 0.0% | 0 | 0.0% | 0 | 0.0% |

\*Invalid tests include those with discrepancies that could involve specimen acquisition, sample protection, chain of custody, security, or validation of testing / analytical equipment or procedures. In some cases, invalid tests can be re-taken\*

## Results by Industry

Table 2 shows testing results for each industry, based on the North American Industrial Classification System (NAICS) code. The Trade industry conducted the most tests in 2015. The highest percentage of positive results were reported by the “Other” industry with 7.7 percent.

**Table 2**

**Results of All Tests by Industry**

**Maine, 2015**

***Percent***

***Industry*** ***Policies*** ***Test*** ***Positives*** ***Positive***

**All Industry** **534** **26,258** **1,308** **5.0%**

**Construction** **49** **1,949** **74** **3.8%**

Heavy Construction 12 1,257 37 2.9%

Other Construction 37 692 37 5.3%

**Manufacturing** **90** **4,264** **187** **4.4%**

Electronic/Electrical Equipment 6 49 0 0%

Food Products 5 28 0 0%

Plastics and Rubber 4 197 13 6.6%

Paper Products 11 1,143 32 2.8%

Wood Products 18 500 33 6.6%

Other Manufacturing 46 2,347 109 4.6%

**Other** **4** **233** **18** **7.7%**

Other 4 233 18 7.7%

**Services** **154** **9,456** **425** **4.5%**

Health Care and Social Assistance 23 4,371 88 2.0%

Professional/Scientific/Tech Services 33 329 6 1.8%

Other Services 98 4,756 331 7.0%

**Trade** **79** **9,921** **596** **6.0%**

Retail 33 8,674 534 6.2%

Wholesale 46 1,247 62 5.0%

**Transportation and Public Utilities** **21** **435** **8** **1.8%**

Transportation and Public Utilities 21 435 8 1.8%

## Results by Substance

**Table 3**

**Results of All Tests by Substance**

**Maine, 2015**

**Employers**  **Total** **Total** **Percent** **Percent of**

**Substance** **Testing** **Positives** **Positive** **Positives**

**All Substances** **311** **26,258** **1,308** **5.0%**

Cocaine 309 26,181 29 0.1% 2.2%

Opiates 308 26,234 25 0.1% 1.9%

Amphetamines 307 26,153 63 0.2% 4.8%

Cannabinoids 307 26,073 1,093 4.2% 83.6%

Phencyclidine 301 24,365 4 <0.1% 0.3%

Barbiturates 181 12,327 9 0.1% 0.7%

Benzodiazepines 173 11,505 20 0.2% 1.5%

Methadone 160 9,917 25 0.3% 1.9%

Methaqualone 148 9,382 1 <0.1% 0.1%

Alcohol 59 3,046 39 1.3% 3.0%

Table 3 shows the results of testing in 2015 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2015 tests, 5 percent of tests had a positive result. Cannabinoids accounted for 83.6 percent of all positive test results.

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.

## Year-by-Year Results

Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989. Since then results have been collected every year. The number of employers with approved policies has increased steadily since that time. The highest percentage of positive tests occurred this year, with 5.0 percent. The lowest percent positive was 2.0 percent, occurring in 1993.

**Table 4. Overview**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Number of Employers w/ Policies** | **Total Tests** | **Total Positives** | **Total Percent Positive** | **Applicant Tests** | **Applicant Positives** | **Applicant Percent Positive** | **Probable Cause Tests** | **Probable Cause Positives** | **Probable Cause Percent Positive** | **Random Tests** | **Random Positives** | **Random Percent Positive** |
| 2015 | 534 | 26,258 | 1,308 | 5.0% | 25,059 | 1,257 | 5.0% | 45 | 11 | 24.4% | 1,153 | 40 | 3.5% |
| 2014 | 461 | 21,216 | 711 | 3.4% | 19,536 | 609 | 3.1% | 363 | 18 | 5.0% | 1,317 | 33 | 2.5% |
| 2013 | 487 | 24,225 | 1,100 | 4.5% | 23,284 | 1,068 | 4.6% | 44 | 3 | 6.8% | 897 | 29 | 3.2% |
| 2012 | 452 | 17,229 | 634 | 3.7% | 15,938 | 602 | 3.8% | 20 | 3 | 15.0% | 1,271 | 30 | 2.4% |
| 2011 | 433 | 16,439 | 545 | 3.4% | 15,580 | 532 | 3.4% | 12 | 3 | 25.0% | 847 | 16 | 1.9% |
| 2010 | 433 | 21,388 | 931 | 4.4% | 20,267 | 897 | 4.4% | 39 | 6 | 16.2% | 1,082 | 28 | 2.6% |
| 2009 | 412 | 17,399 | 666 | 3.8% | 16,719 | 631 | 3.8% | 16 | 6 | 37.5% | 664 | 29 | 4.4% |
| 2008 | 384 | 23,437 | 1,086 | 4.7% | 22,477 | 1,045 | 4.7% | 13 | 2 | 15.4% | 947 | 37 | 3.9% |
| 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 | 0.0% | 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 | 0.0% | 425 | 9 | 2.1% |
| 1997 | 147 | 13,097 | 392 | 3.0% | 12,616 | 375 | 3.0% | 7 | 1 | 14.3% | 474 | 16 | 3.4% |
| 1996 | 134 | 10,854 | 346 | 3.2% | 10,493 | 330 | 3.1% | 7 | 3 | 42.9% | 354 | 13 | 3.7% |
| 1995 | 116 | 9,708 | 236 | 2.4% | 9,484 | 231 | 2.4% | 11 | 3 | 27.3% | 213 | 2 | 0.9% |
| 1994 | 112 | 7,035 | 211 | 3.0% | 6,818 | 202 | 3.0% | 4 | 1 | 25.0% | 213 | 8 | 3.8% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **@WORK Personnel Services** | **7/2/1996** |  |  | **YES** |
| **AAA of Northern New England, Inc.** | **10/29/2003** |  |  | **NO** |
| **ABC Supply Company, Inc.** | **12/2/2009** | **12/2/2009** |  | **YES** |
| **ABF Enterprises LLC** | **10/12/2006** |  |  | **YES** |
| **Acadia Insurance** | **7/2/2013** |  |  | **YES** |
| **Acme-Monaco Corporation** | **1/7/2003** |  |  | **YES** |
| **Acuren Inspection** | **10/6/2000** |  |  | **YES** |
| **Adecco USA LLC** | **8/12/1997** |  |  | **YES** |
| **AdvancePierre Foods, Inc.** | **9/9/1997** | **12/31/2015** | **12/31/2015** | **YES** |
| **Advantage Resourcing** | **6/2/2015** |  |  | **NO** |
| **Aetna, Inc** | **2/16/2000** |  |  | **YES** |
| **AG World Support Systems, LLC** | **3/25/2010** |  |  | **YES** |
| **Air Temp, Inc** | **8/6/2003** |  |  | **YES** |
| **Alexander & Associates** | **3/26/2013** | **4/1/2003** |  | **YES** |
| **All Source PPS** | **10/14/2014** |  |  | **YES** |
| **All States Asphalt, Inc.** | **5/12/2014** | **5/12/2014** |  | **YES** |
| **AlliedBarton Security Services, LLC** | **4/2/2015** |  |  | **NO** |
| **Allstate Insurance Company** | **3/25/1991** |  |  | **NO** |
| **AMEC Foster Wheeler Environment & Infrastructure** | **11/17/2010** |  |  | **YES** |
| **American Aerial Services, Inc.** | **5/11/2007** | **3/4/2008** | **3/4/2008** | **YES** |
| **American Industrial Construction Company** | **4/15/2011** | **6/16/2011** | **6/16/2011** | **YES** |
| **American Red Cross Blood Services, N. E. Region** | **8/22/2005** |  |  | **YES** |
| **American Steel and Aluminum LLC** | **4/30/2001** |  |  | **YES** |
| **AmeriCold** | **1/18/2008** |  |  | **YES** |
| **Androscoggin Home Care & Hospice** | **3/30/2007** | **2/20/2009** |  | **YES** |
| **Apothecary by Design** | **4/25/2013** | **10/7/2013** |  | **YES** |
| **Applicator Sales & Service, Inc.** | **2/7/2007** |  |  | **YES** |
| **ASRC Federal Holding Company** | **6/23/2011** |  |  | **YES** |
| **Associated Grocers of New England Inc.** | **5/3/2011** |  |  | **YES** |
| **Atlantic Pest Solutions** | **8/22/2011** |  |  | **NO** |
| **Atwood Lobster Company** | **10/13/2006** |  |  | **NO** |
| **Auburn, City of** | **6/9/1994** |  |  | **YES** |
| **AVX Tantalum Corp.** | **9/27/2000** |  |  | **NO** |
| **AWS, Inc.** | **2/24/1999** |  |  | **YES** |
| **B & M Baked Beans** | **9/4/2002** |  |  | **YES** |
| **Backyard Farms, LLC** | **8/15/2006** |  |  | **YES** |
| **BAE Systems, Inc.** | **6/4/2014** | **6/4/2014** |  | **YES** |
| **Baileyville Police Dept.** | **2/24/1999** | **7/22/2002** | **7/22/2002** | **YES** |
| **Balance Professional, Inc.** | **5/10/2011** |  |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Balfour Beatty Investments, Inc.** | **2/1/2013** | **2/26/2013** |  | **NO** |
| **Bancroft Contracting Corp** | **2/1/1994** |  |  | **YES** |
| **Bangor Area Visiting Nurses/EMHS** | **12/16/1992** |  |  | **YES** |
| **Bangor International Airport** | **10/26/2005** | **10/26/2005** | **10/26/2005** | **YES** |
| **Barclays Bank** | **4/30/2008** |  |  | **YES** |
| **Bath Iron Works** | **2/27/1990** | **9/4/2002** | **9/4/2002** | **YES** |
| **Bath Water District** | **1/29/2003** |  |  | **YES** |
| **Beacon Partners** | **10/29/2012** |  |  | **NO** |
| **Bechtel Corp** | **7/25/2014** |  |  | **NO** |
| **Best Buy, Inc.** | **12/16/1998** |  |  | **YES** |
| **Best Employment Services (HW Staffing Solutions)** | **3/21/2012** |  |  | **YES** |
| **Big Brothers Big Sisters of Mid-Maine** | **6/28/2010** |  |  | **YES** |
| **BJ's Wholesale Club, Inc.** | **6/9/1994** |  |  | **YES** |
| **Blake Equipment Company** | **12/21/1998** | **12/21/1998** |  | **NO** |
| **Bob's Discount Furniture** | **3/11/2004** |  |  | **YES** |
| **Boise Cascade Company** | **6/3/2009** | **10/5/2009** |  | **YES** |
| **BONNEY Staffing Center, Inc.** | **1/2/2003** |  |  | **YES** |
| **Boston Brands of Maine** | **7/23/2014** |  |  | **YES** |
| **Bottling Group LLC (Pepsi)** | **12/29/1992** | **10/10/2007** |  | **YES** |
| **Brewer Housing Authority** | **9/11/2008** |  |  | **YES** |
| **Brewer Police Department** | **5/7/2014** |  |  | **YES** |
| **Brewer Veterinary Clinic, PA** | **8/8/2014** |  |  | **YES** |
| **Brewer, City of** | **12/12/2000** |  |  | **YES** |
| **Brock Services, LLC (Atlantic Scaffolding)** | **12/3/2007** | **4/29/2008** |  | **YES** |
| **Brockway Smith Company** | **1/28/2003** |  |  | **YES** |
| **Brookdale Senior Living/Emeritus Corp.** | **4/23/2015** |  |  | **YES** |
| **BSC Cleaning Services** | **6/24/2015** | **10/21/2015** |  | **YES** |
| **BWE, LLC** | **1/16/2008** |  |  | **YES** |
| **C.N. Brown Company** | **6/6/2001** |  |  | **NO** |
| **Cabela's, Inc.** | **1/15/2008** |  |  | **YES** |
| **Calais, City of** | **6/3/2003** |  |  | **YES** |
| **Calpine Westbrook Energy Center** | **10/18/1999** |  |  | **YES** |
| **Capital Area Staffing Solutions, Inc.** | **9/7/2006** |  |  | **YES** |
| **Carrier Chipping, Inc.** | **7/23/2014** |  |  | **YES** |
| **Cascades Auburn Fiber** | **8/8/2007** | **8/16/2006** |  | **NO** |
| **Casco Bay Steel Structures, Inc.** |  | **5/21/2015** |  | **YES** |
| **Casella Waste Systems, Inc.** | **12/16/1998** |  |  | **NO** |
| **Catalyst Paper** | **3/19/1990** | **10/25/1990** | **10/25/1990** | **YES** |
| **Central Maine Conditioning Clinic, Inc.** | **3/1/2011** | **6/15/2011** |  | **NO** |
| **Central Maine FCU** | **3/26/2009** |  |  | **NO** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **CES, Inc.** |  | **3/31/2010** | **3/31/2010** | **YES** |
| **Chadwick BaRoss, Inc.** | **7/21/1993** |  |  | **YES** |
| **Cianbro Corporation** | **2/27/1990** | **2/27/1990** | **2/27/1990** | **YES** |
| **Cives Steel Company** | **10/18/1990** | **12/28/1998** |  | **YES** |
| **Coca-Cola Bottling Co. of Northern New England** | **12/29/1992** | **8/17/1993** |  | **YES** |
| **Columbia Forest Products, Inc.** | **11/30/2007** |  |  | **YES** |
| **Comcast Cable Communications Management, LLC** | **8/10/2015** |  |  | **YES** |
| **Commercial Delivery Systems, LLC** | **5/13/2005** | **6/24/2005** | **6/24/2005** | **YES** |
| **Community Concepts, Inc.** | **10/24/2001** |  |  | **NO** |
| **Community Pharmacies LP** | **2/28/2011** |  |  | **YES** |
| **Complete Labor and Staffing** | **10/2/2014** |  |  | **NO** |
| **Conform Automotive** | **12/12/2000** |  |  | **YES** |
| **Consigli Construction Company, Inc.** | **6/30/2008** |  |  | **YES** |
| **Contech Engineered Solutions, LLC** | **6/17/2006** |  |  | **YES** |
| **Contemporary Staffing Solutions** | **8/12/2009** |  |  | **NO** |
| **Corinth Wood Pellets, LLC** | **1/26/2007** |  |  | **NO** |
| **Corizon Health, Inc.** | **11/3/2015** |  |  | **NO** |
| **Cornerstone Advisors, LLC** | **7/14/2014** |  |  | **YES** |
| **Corning, Inc.** | **9/19/2001** |  |  | **YES** |
| **Correct Care Solutions** | **6/4/2012** | **8/9/2012** | **8/9/2012** | **NO** |
| **Coutts Bros, Inc.** | **9/27/2013** |  |  | **NO** |
| **CoWorx Staffing Services, LLC** | **3/14/2007** |  |  | **YES** |
| **CP Technologies, Inc.** | **4/21/2014** | **4/21/2014** | **4/21/2014** | **YES** |
| **CPM Constructors** | **5/9/2007** |  |  | **YES** |
| **Craft Beer Guild Distributing of Maine** | **1/14/2016** | **1/19/2016** | **10/15/2013** | **YES** |
| **CRI-SIL, LLC** | **10/24/2000** |  |  | **YES** |
| **CRS Group** | **4/4/2014** |  |  | **YES** |
| **Crystal Clear Communications** | **4/16/2009** |  |  | **YES** |
| **Cummins Northeast, LLC** | **10/13/2010** |  |  | **YES** |
| **D & G Machine Products, Inc.** | **7/31/1991** |  |  | **YES** |
| **D. L. Thurrott Air** | **1/28/2002** |  |  | **NO** |
| **Damon Mechanical Services** | **4/13/2005** |  |  | **YES** |
| **Danforth Habilitation Association** | **5/28/2008** |  |  | **YES** |
| **Darden Restaurants, Inc.** | **1/16/2012** | **9/17/1999** |  | **YES** |
| **Dave's Appliance, Inc.** | **12/28/2015** |  | **12/28/2015** | **YES** |
| **Davey Tree Expert Company** | **10/24/2008** | **10/24/2008** | **10/24/2008** | **YES** |
| **Davis Brothers, Inc.** | **8/7/2013** | **8/7/2013** | **8/7/2013** | **YES** |
| **Dealer Tire, LLC** | **8/9/2013** | **8/9/2013** |  | **YES** |
| **Delhaize Distribution (Progressive Distributors, Inc.)** | **5/18/1993** |  |  | **YES** |
| **Dennis Paper & Food Service** | **12/24/1991** |  |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **DEX Media, Inc.** | **5/25/2008** |  |  | **NO** |
| **Dingley Press, Inc. (The)** | **8/5/2006** |  |  | **YES** |
| **Direct Mail of Maine** | **6/25/2014** | **8/12/2014** | **8/12/2014** | **YES** |
| **DISH Network LLC** | **3/10/2015** |  |  | **YES** |
| **Diver Down Underwater Services** | **12/4/2001** |  |  | **YES** |
| **Doherty Employer Services** | **11/15/2007** | **11/15/2007** |  | **YES** |
| **Dollar General** | **12/1/2014** |  |  | **YES** |
| **Downeast Toyota-Scion-Buick/EOD's Automotive** | **2/9/2000** |  |  | **YES** |
| **Dragon Products Co. LLC** | **6/7/2007** | **5/19/2011** |  | **YES** |
| **Duratherm Window Corporation** | **10/8/2003** |  |  | **YES** |
| **Dysarts Service** | **6/28/2010** |  |  | **NO** |
| **E. S. Boulos Company** | **6/2/1998** |  |  | **YES** |
| **East Coast Communications** | **12/1/2014** |  |  | **YES** |
| **Eastern Fire Protection/Eastern Sprinkler Services** | **10/8/2003** |  |  | **YES** |
| **Eastern Maine Healthcare Systems** | **1/15/1991** |  |  | **YES** |
| **Eastpoint Eldercare Services** | **3/26/2013** | **3/14/2014** | **3/14/2014** | **YES** |
| **Eaton Corporation** | **9/2/1999** |  |  | **YES** |
| **Ed Hodsdon Masonry** | **4/29/2008** |  |  | **NO** |
| **Education Management LLC** | **8/13/2013** |  |  | **NO** |
| **Edward Jones** | **3/23/2012** | **7/2/2012** |  | **YES** |
| **Elecnor Hawkeye, LLC** | **2/3/2010** |  |  | **YES** |
| **Electronic Mobility Controls** | **3/31/2010** |  |  | **YES** |
| **Eliason Dental Lab** | **3/26/2013** | **3/26/2013** |  | **NO** |
| **Ellen M. Leach Memorial Home** | **6/21/2012** |  |  | **YES** |
| **Ellsworth Builders Supply, Inc. (EBS)** | **9/25/1990** |  |  | **YES** |
| **Elmet Technologies, LLC** | **10/4/1990** |  |  | **YES** |
| **Emera Maine - Bangor Hydro** | **12/23/2009** |  |  | **YES** |
| **Emera Maine - Presque Isle** | **6/13/1990** |  |  | **NO** |
| **Emery Waterhouse** | **4/8/1998** |  |  | **YES** |
| **Energy & Resource Solutions, Inc.** | **9/17/2012** | **9/17/2012** |  | **YES** |
| **Energy East Management Corp.** | **7/7/2003** |  |  | **NO** |
| **Enterprise Engineering, Inc.** | **9/10/2002** | **10/16/2002** | **10/16/2002** | **YES** |
| **Enterprise Trenchless Technologies** | **5/21/2010** |  |  | **NO** |
| **Enviro Mats, Inc.** | **3/22/2011** |  |  | **YES** |
| **Environmental Projects, Inc.** | **6/30/2008** |  |  | **NO** |
| **Ernest R Palmer Lumber Company, Inc.** | **7/25/2014** |  | **3/10/2015** | **YES** |
| **Etna, Town of** | **2/19/2009** | **2/19/2009** | **2/19/2009** | **YES** |
| **Everett J. Prescott** | **2/25/2000** |  |  | **NO** |
| **Evonik C,yro LLC** | **7/24/1990** | **1/24/2014** | **1/24/2014** | **YES** |
| **EWIE Co. Inc.** | **6/19/2014** | **6/19/2014** |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Excel Homes of Maine** | **2/27/2014** |  |  | **YES** |
| **Excel Staffing, Inc.** | **7/2/2015** |  |  | **NO** |
| **FairPoint Communications** | **10/5/1994** | **10/5/1994** | **10/5/1994** | **YES** |
| **Federal Marine Terminals, Inc.** | **3/25/2009** | **3/25/2009** | **3/25/2009** | **YES** |
| **Federal Program Integrators, LLC** | **8/4/2010** |  |  | **NO** |
| **Fiber Materials, Inc./GrafTech** | **6/27/1990** |  |  | **YES** |
| **Financial Institutions Services Corporation** | **11/23/2015** |  |  | **NO** |
| **First Protection Services, Inc.** | **2/18/2004** | **5/13/2008** | **9/16/2009** | **YES** |
| **Fisher Engineering** | **2/23/2012** | **3/5/2012** |  | **NO** |
| **Flemish Master Weavers, Inc.** | **11/21/1990** |  |  | **YES** |
| **Flotation Technologies** | **12/29/2011** |  |  | **NO** |
| **FMC Corp.** | **3/22/1990** | **5/18/1993** | **5/18/1993** | **YES** |
| **Forest Avenue Veterinary Hospital** | **9/15/2009** |  |  | **NO** |
| **Formtek, Inc.** | **4/23/2004** |  |  | **YES** |
| **Fresenius Medical Care** | **4/22/2011** | **11/5/2013** |  | **NO** |
| **Fulghum Fibres, Inc.** | **10/8/1997** | **12/12/2007** | **12/12/2007** | **NO** |
| **Fuller Marine Services, Inc.** | **5/7/2009** | **5/7/2009** | **5/7/2009** | **YES** |
| **GAC Chemical Corporation** | **8/19/2005** |  |  | **YES** |
| **Ganneston Construction Corporation** | **1/14/2009** |  |  | **NO** |
| **Garelick Farms** | **5/20/1998** |  |  | **YES** |
| **General Dynamics OTS** | **2/28/1990** | **8/7/1991** | **6/16/1993** | **YES** |
| **General Electric (Auburn)** | **10/18/1990** | **5/29/2014** |  | **NO** |
| **General Electric (Bangor)** | **5/24/1990** | **8/31/2011** | **8/31/2011** | **YES** |
| **General Electric Wind Field Services** |  | **3/20/2012** | **3/20/2012** | **YES** |
| **General Parts, Inc./Carquest** | **11/25/1997** | **4/27/1999** | **4/27/1999** | **NO** |
| **Genplex, Inc.** | **9/15/2009** |  |  | **YES** |
| **Genuine Parts Company** | **9/27/2005** | **10/14/2005** |  | **YES** |
| **Get Air Portland** | **9/25/2014** | **9/25/2014** |  | **NO** |
| **Giroux Energy Solutions** | **11/3/2004** |  |  | **YES** |
| **Global Energy Services, Inc.** | **1/28/2011** |  |  | **YES** |
| **Global Environmental Solutions, Inc.** | **1/28/2011** |  |  | **YES** |
| **Goodman Field Services** | **9/15/2005** |  |  | **YES** |
| **Goodwill Industries of Northern New England** | **6/15/2007** |  |  | **YES** |
| **Gorham Sand & Gravel** | **6/21/2010** |  |  | **NO** |
| **Grainger Industrial Supply** | **5/30/2000** |  |  | **NO** |
| **Great Falls Builders, Inc.** | **11/17/2006** |  |  | **YES** |
| **Green Valley Association** | **10/24/2013** |  |  | **NO** |
| **Griffin Greenhouse Supplies** | **1/29/2016** | **6/13/2012** |  | **YES** |
| **Grow-Tech LLC** | **11/3/2015** |  |  | **YES** |
| **Guardian Pharmacy, LLC** | **6/4/2010** |  |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Guardsmark, LLC** | **12/5/1996** |  |  | **NO** |
| **Gulf Oil Limited Partnership** | **8/12/2008** | **8/12/2008** | **8/12/2008** | **YES** |
| **H M S Host International** | **1/5/1996** |  |  | **NO** |
| **H P Hood, LLC** | **5/15/2003** |  |  | **YES** |
| **H R Beal & Son, Inc.** | **3/14/2014** |  |  | **NO** |
| **Hale Trailer Brake & Wheel, Inc.** | **8/6/2003** |  |  | **YES** |
| **Haley's Metal Shop, Inc.** | **1/8/2004** | **5/9/2007** |  | **YES** |
| **Ham-Let USA, Inc.** | **11/24/2015** |  |  | **YES** |
| **Hampden Department of Public Safety** | **1/27/1999** |  |  | **YES** |
| **Hancock Lumber** | **4/29/1991** |  |  | **YES** |
| **Hanger, Inc.** | **3/3/2010** |  |  | **NO** |
| **Hannaford Brothers Distribution Center** | **5/18/1993** | **7/25/2000** | **10/1/1996** | **YES** |
| **Harbor Technologies LLC** | **9/20/2012** | **4/24/2013** |  | **NO** |
| **Haskell Lumber** | **6/1/2007** |  |  | **NO** |
| **Hayes Pump** | **1/22/2015** |  |  | **YES** |
| **Hertz Corporation, The** | **6/11/2002** |  |  | **NO** |
| **Hibernia Media, LLC** | **8/4/2014** |  |  | **YES** |
| **Hinckley Co., LLC, The** | **9/4/2002** |  |  | **NO** |
| **Hollywood Casino Hotel & Raceway** | **6/29/2005** | **4/27/2007** |  | **YES** |
| **Home Depot** | **11/1/1996** |  |  | **YES** |
| **Home Instead Senior Care** | **6/17/2014** |  |  | **YES** |
| **HomeExperts of Maine** | **3/30/2015** |  |  | **YES** |
| **Horizon Solutions, LLC** | **12/15/2010** |  |  | **YES** |
| **Hospice of Southern Maine** | **7/29/2014** |  |  | **YES** |
| **Houlton Police Department** | **10/19/2007** |  |  | **NO** |
| **Huber Engineered Woods, LLC** | **4/29/1991** | **4/29/1991** |  | **YES** |
| **Huhtamaki, Inc.** | **7/24/1990** | **7/30/1999** |  | **YES** |
| **Hunting Dearborn, Inc.** | **9/23/2014** | **7/27/2014** | **7/27/2014** | **YES** |
| **Hussey Seating Company** | **12/24/1990** |  |  | **YES** |
| **Huttig Building Products** | **1/14/2009** | **1/14/2009** | **1/14/2009** | **YES** |
| **Iberdrola dba Central Maine Power** | **10/18/1990** |  |  | **YES** |
| **ICON Connections, Inc.** | **3/17/2009** |  |  | **NO** |
| **Ikon Office Solutions, Inc.** | **2/24/1999** |  |  | **NO** |
| **Imerys/Americarb, Inc.** | **7/14/2000** |  |  | **NO** |
| **Indotronix International Corporation** | **9/8/2013** |  |  | **YES** |
| **Infab Refractories, Inc.** | **7/22/1993** |  |  | **YES** |
| **Innovative Distribution Services** | **9/1/2000** |  |  | **YES** |
| **Installed Building Products (IBP)** | **12/28/2015** | **2/1/2016** |  | **YES** |
| **Insurance Services Office, Inc.** | **10/31/2008** |  |  | **NO** |
| **Irving Forest Products (Dixfield Sawmill)** | **3/1/2010** | **7/14/2010** |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Irving Forest Products, Inc. (Ashland Sawmill)** | **7/23/2002** | **7/23/2002** |  | **YES** |
| **Irving Woodlands, LLC** | **4/12/2011** |  |  | **YES** |
| **Irwin Tools** | **11/13/2013** |  |  | **NO** |
| **IVC Technologies** | **12/18/2012** |  |  | **YES** |
| **J.T. Hayman Electric** | **8/21/2015** |  |  | **YES** |
| **Jagger Brothers, Inc.** | **5/14/2001** |  |  | **YES** |
| **Jean's Waterproofing, Inc.** | **7/8/2004** |  |  | **YES** |
| **JF2, LLC** | **12/8/2005** | **12/8/2005** | **12/8/2005** | **YES** |
| **John Lucas Tree Expert Co.** | **4/29/1991** |  |  | **YES** |
| **Johns Manville (Lewiston)** | **1/21/1997** |  |  | **YES** |
| **Johnson Outdoors Watercraft, Inc.** | **2/25/2003** | **2/25/2003** |  | **YES** |
| **Jotul North America** | **6/4/2010** |  |  | **YES** |
| **Kassbohrer All Terrain Vehicles, Inc.** | **10/24/2000** |  |  | **YES** |
| **Katahdin Forest Products/Cedar Ideas** | **1/18/2005** | **1/18/2005** |  | **NO** |
| **Katahdin Valley Health Center** | **2/1/2013** |  |  | **YES** |
| **Keeley Crane Service** | **6/30/2008** |  |  | **YES** |
| **Kelly Services, Inc.** | **1/30/2003** |  |  | **YES** |
| **Kelsey's Appliance & Sleep Center, Inc.** |  |  | **7/12/2011** | **YES** |
| **KidsPeace National Centers of New England** | **5/5/2000** |  |  | **NO** |
| **Knox County Homeless Coalition** | **1/28/2015** |  |  | **YES** |
| **Kohl's Department Stores** | **8/4/2004** |  |  | **YES** |
| **Kris-Way Truck Leasing, Inc.** | **2/11/2009** |  |  | **NO** |
| **L & B Electrical Contractors, Inc.** | **2/25/2003** |  |  | **YES** |
| **L M S Intellibound, Inc.** | **2/8/2004** |  |  | **NO** |
| **Labor Ready Northeast/True Blue** | **3/26/2013** |  |  | **YES** |
| **Lakeside Concrete Cutting, Inc.** |  | **9/30/2015** |  | **YES** |
| **Lane Construction Corp., The** | **12/16/1992** | **4/11/2012** | **4/11/2012** | **YES** |
| **Lasting Impressions Family Dentistry** | **10/28/2014** |  |  | **YES** |
| **Layne Christensen Company** | **5/30/2012** | **11/16/2012** |  | **YES** |
| **Lewiston, City of** | **4/8/2008** |  |  | **NO** |
| **Lighthouse Elder Care** | **2/26/2013** |  |  | **YES** |
| **Lincare, Inc.** | **2/9/2000** |  |  | **YES** |
| **Lincoln Paper and Tissue, LLC** | **1/12/2005** |  |  | **NO** |
| **Lohmann Animal Health International** | **12/4/2001** |  |  | **NO** |
| **Lonza Rockland** | **12/23/2005** |  |  | **YES** |
| **Louisiana-Pacific Corporation** | **5/20/1998** | **5/20/1998** | **5/20/1998** | **YES** |
| **Lowe's Companies, Inc.** | **11/3/2004** |  |  | **YES** |
| **M B Bark** | **4/3/2006** |  |  | **NO** |
| **Madison Paper Industries** | **4/19/1990** |  |  | **YES** |
| **MAIBEC Lumber, Inc.** | **8/10/2007** | **8/10/2007** |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Maine Business Services (Manpower)** | **4/30/2002** |  |  | **YES** |
| **Maine Distributors** | **5/2/2007** |  |  | **YES** |
| **Maine Drilling and Blasting** | **9/9/1999** |  |  | **NO** |
| **Maine Medical Center** | **9/25/2008** |  |  | **YES** |
| **Maine Medical Partners** | **6/8/2010** |  |  | **YES** |
| **Maine Organic Therapy** | **5/31/2011** | **5/31/2011** | **5/31/2011** | **NO** |
| **Maine Pest Solutions** | **4/7/2014** |  |  | **YES** |
| **Maine Plastics** | **7/21/2000** |  |  | **NO** |
| **Maine Staffing Group** | **12/23/2005** |  |  | **YES** |
| **Maine Veteran's Homes** | **9/10/2009** |  |  | **YES** |
| **Maine Woods Company, LLC/Portage Wood Products** | **4/21/1999** |  |  | **YES** |
| **Mainely Vinyl, Inc.** | **9/21/1998** |  |  | **NO** |
| **MaineToday Media, Inc.** | **8/24/2005** |  |  | **NO** |
| **Marion Transfer Station, Inc.** | **4/12/2005** | **4/12/2005** | **4/12/2005** | **YES** |
| **Marquis Heating** | **8/8/2007** |  |  | **YES** |
| **Matheson Tri-Gas Inc.** | **12/20/2007** |  |  | **YES** |
| **Mathews Brothers Company** | **10/26/2006** |  |  | **NO** |
| **Max Finkelstein, Inc.** | **5/21/2009** |  |  | **YES** |
| **McCain Foods USA, Inc.** | **2/24/1992** | **4/28/1998** | **4/28/1998** | **NO** |
| **McHale & Associates, Inc.** | **12/31/2009** | **12/31/2009** | **2/18/2010** | **NO** |
| **MCT Services/SPX Communications Technology** | **7/9/1999** |  |  | **YES** |
| **Medical Staffing Network** | **3/28/2002** |  |  | **NO** |
| **Mega Industries, LLC** | **10/15/2014** |  |  | **YES** |
| **Mercy Hospital/EMHS** | **11/20/2008** |  |  | **YES** |
| **Messer Truck Equipment** | **4/23/2012** |  |  | **YES** |
| **Met Life** | **6/3/2009** |  |  | **YES** |
| **Metz Culinary Management** | **1/22/2013** |  |  | **YES** |
| **Mexico Water District** | **10/29/2003** | **10/29/2003** | **11/14/2014** | **YES** |
| **Microdyne Outsourcing, Inc.** | **7/9/2010** |  |  | **NO** |
| **Mid Coast Hospital** | **6/7/2012** |  |  | **YES** |
| **Mid State Machine Products/MidState Berkshire** | **5/15/1990** | **8/14/1990** | **8/14/1990** | **YES** |
| **Midwest Price Co., LLC** | **9/27/2000** | **2/12/2002** | **2/12/2002** | **YES** |
| **Milo Water District** | **9/15/2004** | **10/25/2004** | **10/25/2004** | **NO** |
| **Milton CAT/Southworth-Milton** | **8/2/2005** |  |  | **YES** |
| **Modern Pest Services** | **11/17/2006** |  |  | **NO** |
| **Modula Inc.** |  |  | **1/7/2013** | **YES** |
| **Montreal, Maine & Atlantic Railway** | **6/19/1998** |  |  | **NO** |
| **Mount Hope Cemetery Corporation** | **4/15/1995** |  |  | **YES** |
| **Mountain Ltd.** | **9/12/2012** | **9/12/2012** |  | **YES** |
| **Mr. Signs, Inc.** | **10/22/2007** | **10/22/2007** |  | **NO** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **MYR Group, Inc.** | **2/4/2011** | **5/4/2011** |  | **YES** |
| **Nadeau's Refrigeration** | **7/23/2009** |  |  | **YES** |
| **Nappi Distributors** | **3/29/2010** |  |  | **NO** |
| **National Filter Media** | **6/7/2013** |  |  | **YES** |
| **NDC Communications** | **12/5/2012** |  |  | **NO** |
| **Netflix, Inc.** | **6/15/2007** | **6/15/2007** | **10/10/2007** | **NO** |
| **NeuroRestorative ME** | **8/26/2014** |  |  | **YES** |
| **New England Castings LLC** | **10/29/2013** |  |  | **YES** |
| **New England Controls** |  | **9/11/2014** | **9/11/2014** | **YES** |
| **New England Life Care** | **1/6/2015** |  |  | **YES** |
| **New England Rehab Hospital of Portland** | **10/20/1997** |  |  | **NO** |
| **New England Window & Door LLC (Pella)** | **1/29/2015** | **1/29/2015** |  | **YES** |
| **New York Life Insurance Company** | **3/28/2002** |  |  | **NO** |
| **Newport, Town of** | **11/8/2006** |  |  | **YES** |
| **NextEra Energy, Inc.** | **6/23/2000** |  |  | **YES** |
| **Nichols Portland (div Parker Hannifin)** | **12/22/1998** |  |  | **NO** |
| **North Country Tractor** | **4/13/2015** |  |  | **YES** |
| **North East Mobile Health Services** | **1/1/2009** |  |  | **YES** |
| **Northeast Air** | **9/18/2001** |  |  | **YES** |
| **Northeast Cable Construction, Inc.** |  |  | **12/18/2014** | **NO** |
| **Northeast Cardiology Associates** | **11/3/2005** |  |  | **NO** |
| **Northeast Patients Group** | **6/19/2015** | **6/19/2015** |  | **YES** |
| **Northeastern Environmental Services** | **7/21/2000** |  |  | **NO** |
| **Northeastern Log Homes, Inc.** | **4/21/2000** |  |  | **NO** |
| **Northern Pride Communications, Inc.** | **6/13/2011** | **6/13/2011** |  | **YES** |
| **Nortrax, Inc.** | **9/11/2002** |  |  | **NO** |
| **Norway Water District** | **11/8/2006** |  |  | **YES** |
| **Norway-Paris Solid Waste, Inc.** | **7/7/2004** |  |  | **YES** |
| **Novitex Enterprise Solutions, Inc.** | **8/10/2015** |  |  | **YES** |
| **Oakhurst Dairy** | **2/28/1990** |  |  | **YES** |
| **OC Technical Fabrics LLC** | **7/9/1999** |  |  | **YES** |
| **Ocean State Job Lot** | **4/27/2006** |  |  | **YES** |
| **O'Connor Constructors** | **7/9/1999** |  |  | **YES** |
| **Ohio Mutual Insurance Group** | **7/24/2013** | **8/2/2013** |  | **YES** |
| **Oldcastle Lawn & Garden** | **2/9/2012** |  |  | **YES** |
| **Omnicare, Inc.** | **3/29/2002** | **12/3/2003** | **12/3/2003** | **YES** |
| **OnProcess Technology** | **2/27/2014** | **2/27/2014** |  | **NO** |
| **OptumRx** | **8/9/2010** |  |  | **YES** |
| **OTT Communications** | **12/31/2003** | **12/3/2007** | **12/3/2007** | **YES** |
| **Oxford Casino, Inc.** | **2/28/2012** | **3/18/2014** |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Oxford Networks** | **12/3/2003** | **9/27/2006** | **9/27/2006** | **YES** |
| **P1 Group, Inc.** | **6/23/2015** |  |  | **YES** |
| **Pack Edge, Inc.** | **12/12/2014** |  |  | **YES** |
| **PAGEmployment** | **6/4/2004** |  |  | **YES** |
| **Pallet Companies, Inc.** | **2/3/2012** | **12/17/2012** |  | **YES** |
| **Panolam Industries International** | **9/19/1990** |  |  | **NO** |
| **Paradigm Operating Company, LLC** | **4/16/2009** |  |  | **YES** |
| **Paradigm Technology Consulting** | **12/12/2013** |  |  | **YES** |
| **Parker Hannifin/Watts FluidAir** | **6/24/1997** |  |  | **YES** |
| **Parkview Adventist Medical Center** |  | **11/17/2006** |  | **NO** |
| **Patriot Insurance Company/Cross Insurance** | **2/1/2008** |  |  | **YES** |
| **Paychex, Inc.** | **6/15/2007** | **7/23/2008** |  | **YES** |
| **PC Construction Company** | **5/26/1998** |  |  | **YES** |
| **Peer Technical Group, LLC** | **7/15/2011** |  |  | **NO** |
| **Pegasus Cleaning Corp.** | **2/15/2007** |  |  | **NO** |
| **Penobscot County Sheriff's Office** | **8/11/1998** |  |  | **YES** |
| **Penobscot Energy Recovery Company** | **6/3/1992** |  |  | **YES** |
| **Penobscot Job Corps Center** | **11/8/2006** |  |  | **YES** |
| **Penobscot Regional Communications Center** | **1/27/1999** |  |  | **YES** |
| **Perma Treat Corporation** | **3/13/2001** |  |  | **YES** |
| **PFG Northcenter** | **9/19/1990** |  |  | **YES** |
| **Pharmalogic Maine** | **3/29/2002** | **12/3/2003** | **12/3/2003** | **YES** |
| **Pike Industries, Inc.** | **10/4/1990** |  |  | **YES** |
| **Pine Environmental Services, LLC** | **11/16/2007** |  |  | **YES** |
| **Pine State Trading Company** | **8/2/2005** |  |  | **YES** |
| **Pineland Farms Potato Company, Inc.** | **11/18/2005** | **8/7/2007** |  | **NO** |
| **Pioneer Wireless** |  |  | **6/21/2012** | **YES** |
| **Piscataqua Landscaping & Tree Service, Co., Inc.** | **12/5/2013** | **2/20/2014** | **2/20/2014** | **YES** |
| **Plum Creek Timber Company** | **10/15/1998** |  |  | **YES** |
| **PM Construction** | **2/24/2012** |  |  | **YES** |
| **Poland Spring Bottling Co.** | **6/8/1999** |  |  | **YES** |
| **Polycor New England** | **4/28/2015** |  |  | **YES** |
| **Portland Fish Exchange, Inc.** | **6/3/2003** |  |  | **YES** |
| **Portland Water District** | **9/4/2002** |  |  | **YES** |
| **Power Generation Consultants, Inc.** |  |  | **11/13/2014** | **YES** |
| **Pratt & Whitney** | **6/22/1990** | **6/22/1990** |  | **YES** |
| **Pro Search, Inc.** | **10/24/2007** |  |  | **YES** |
| **Procter and Gamble Tambrands, Inc.** | **1/13/1999** |  |  | **NO** |
| **Professional Teleconcepts, LLC** | **2/4/2014** |  |  | **YES** |
| **Protection Response Center, LLC** | **9/20/2012** |  |  | **NO** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Prudential** | **11/1/2005** |  |  | **YES** |
| **PSC Industrial Outsourcing** | **11/10/1993** |  | **11/16/1998** | **YES** |
| **QuantumClean** | **3/21/2012** |  |  | **NO** |
| **R.A.D Sports** | **5/7/2015** |  |  | **NO** |
| **Radiodetection Corporation** | **9/5/2003** |  |  | **YES** |
| **RailWorks Corporation** | **4/16/2008** |  |  | **YES** |
| **Ransom Consulting, Inc.** | **9/11/2008** | **9/11/2008** | **9/11/2008** | **YES** |
| **Real Soft, Inc.** | **6/11/2015** |  |  | **YES** |
| **Reed & Reed, Inc.** | **6/25/1992** | **5/9/2007** | **8/12/2015** | **YES** |
| **ReEnergy Holdings** | **5/14/2008** | **5/14/2008** |  | **YES** |
| **Re-Harvest, Inc./Harvest Hill Farms** | **5/28/2008** |  |  | **NO** |
| **Remedy Compassion Center, Inc.** | **1/3/2011** | **1/3/2011** |  | **YES** |
| **Residence Inn Downtown Portland** | **5/11/2009** |  |  | **YES** |
| **Resource Real Estate Management, Inc.** | **7/9/2009** |  |  | **NO** |
| **RN Network** | **11/30/2012** |  |  | **NO** |
| **Rock Coast Personnel** | **9/18/2014** |  |  | **YES** |
| **Rockland Marine Corporation** | **1/24/2007** |  |  | **YES** |
| **RxAnte, LLC** | **6/15/2015** |  | **6/15/2015** | **YES** |
| **Safe Alternatives** | **5/13/2011** |  |  | **YES** |
| **Safe Approach, Inc.** | **12/15/2015** |  | **12/28/2015** | **YES** |
| **SAGE Dining Services** | **9/11/2011** |  |  | **YES** |
| **Salmon Falls Nursery, Inc.** | **2/26/2013** | **3/26/2013** |  | **YES** |
| **Salt Associates, LLC** | **5/19/2014** |  |  | **YES** |
| **Sanborn Head & Associates, Inc.** |  | **6/6/2011** | **6/6/2011** | **YES** |
| **Sanel Auto Parts** | **12/6/2007** | **12/6/2007** |  | **YES** |
| **Sappi Fine Paper (Somerset)** | **1/22/2015** | **12/30/1993** |  | **YES** |
| **Sappi Fine Paper (Westbrook)** | **4/29/1991** | **12/30/1993** |  | **YES** |
| **Sargent Corporation** | **4/17/1996** |  |  | **YES** |
| **Savage Safe Handling, Inc.** | **5/10/2007** | **3/31/2008** | **3/31/2008** | **YES** |
| **Savings Bank of Maine** | **1/13/2011** |  |  | **NO** |
| **SBA Network Services, LLC** | **2/4/2004** | **9/4/2004** | **9/4/2004** | **YES** |
| **SBM Site Services, LLC** | **6/16/2009** |  |  | **YES** |
| **Scarborough, Town of** | **2/25/2003** |  |  | **NO** |
| **Schnitzer Steel Industries, Inc.** | **4/5/2007** |  |  | **YES** |
| **Scholastic Book Fairs** | **5/2/2001** | **5/2/2001** | **5/2/2001** | **YES** |
| **Scientific Games** | **10/15/2013** |  |  | **YES** |
| **Scooter Store, The** | **10/26/2005** |  |  | **NO** |
| **ScribeAmerica, LLC** | **4/25/2013** |  |  | **NO** |
| **Seaboard Security** | **9/15/2004** | **2/19/2008** | **2/19/2008** | **YES** |
| **Seacoast Angels** |  | **8/1/2013** |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Securitas Security Services U.S.A.** | **9/15/2004** |  |  | **YES** |
| **Security Shredding, Inc.** | **1/4/2010** | **1/4/2010** | **5/14/2010** | **NO** |
| **Select Rehabilitation** | **1/6/2015** |  |  | **YES** |
| **Senior Operations LLC** | **12/4/2008** | **12/4/2008** | **12/4/2008** | **YES** |
| **Shaw's Supermarkets, Inc., Wells Distribution Ctr.** | **6/10/2000** | **10/9/2008** |  | **YES** |
| **Shaw's Supermarkets/Stores Only** | **11/18/2005** |  |  | **YES** |
| **Sigco, Inc.** | **11/29/2007** |  |  | **NO** |
| **Silvers Auto Parts, Inc.** | **6/9/2011** |  |  | **YES** |
| **Skowhegan, Town of** | **8/28/1998** |  |  | **YES** |
| **Smith & Wesson Corporation** | **3/27/2003** |  |  | **YES** |
| **Sodexo, Inc.** | **3/3/2008** |  |  | **YES** |
| **Software Folks** | **6/16/2015** |  |  | **NO** |
| **Somic America** | **9/17/1999** |  |  | **YES** |
| **Sonoco Products Company** | **7/31/1991** | **6/4/2013** |  | **YES** |
| **South Portland, City of** | **11/7/2006** |  |  | **YES** |
| **Specialty Minerals, Inc.** | **4/6/1996** | **4/3/1997** |  | **YES** |
| **Spectra** | **3/5/2015** |  |  | **YES** |
| **Spectrum Staffing Solutions, LLC** | **1/24/2014** |  |  | **NO** |
| **Sprague Operating Resources LLC** | **4/13/1995** |  |  | **YES** |
| **Springborn Staffing/Industrial Staffing** | **11/15/2005** |  |  | **NO** |
| **Spudnik Equipment Company LLC** | **8/16/2005** | **9/10/2013** | **9/10/2013** | **YES** |
| **St. Mary's Health System** | **7/29/1994** |  |  | **YES** |
| **Staff Management** | **1/20/2004** |  |  | **YES** |
| **Standard Waterproofing, Inc.** | **4/13/1998** | **5/17/2011** |  | **YES** |
| **Standard, The** | **3/25/2003** |  |  | **NO** |
| **Station Class Constructors, Inc.** | **1/26/2001** | **2/6/2001** | **2/6/2001** | **YES** |
| **Steam Turbine Services, Inc.** | **2/18/2010** | **12/18/2014** |  | **YES** |
| **Steelcase, Inc.** | **10/12/2011** |  |  | **NO** |
| **Strom Engineering of Florida** | **4/8/2015** |  |  | **YES** |
| **Sullivan & Merritt Constructors** | **5/18/1993** |  |  | **YES** |
| **Susan J Szwed P.A.** | **8/8/2013** |  |  | **YES** |
| **Sustainable Forest Technologies, Inc.** | **7/2/2008** |  |  | **NO** |
| **T P D Construction Co., Inc.** |  | **2/28/2012** |  | **YES** |
| **T&D Timber Products** | **2/27/2015** | **2/27/2015** |  | **YES** |
| **Target Corporation** | **7/9/2001** |  |  | **YES** |
| **Tate & Lyle Ingredients America, Inc.** | **5/2/2008** |  |  | **YES** |
| **TD Bank** | **6/5/2009** |  |  | **YES** |
| **TechGuard Security, LLC** | **10/29/2012** |  |  | **YES** |
| **Ted Berry Company, Inc.** | **4/17/2013** |  |  | **YES** |
| **TEMPO Employment Services** | **3/3/2008** |  |  | **YES** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Texas Instruments** | **12/22/1999** |  |  | **YES** |
| **The Aroostook Medical Center (TAMC)/EMHS** | **11/15/2010** |  |  | **YES** |
| **The Hynes Group** | **1/29/2015** | **1/28/2015** |  | **YES** |
| **The Press Hotel** | **3/10/2015** | **3/10/2015** |  | **YES** |
| **The Townsend Corp** | **5/7/2012** |  |  | **YES** |
| **Thermo Fisher Scientific** | **3/26/2015** |  |  | **YES** |
| **Tilson Technology Management, Inc.** | **11/4/2013** | **11/19/2013** |  | **YES** |
| **Time Warner Cable** | **1/20/2004** |  |  | **NO** |
| **Tiqa LLC** | **6/4/2014** |  |  | **YES** |
| **Titan Machine Products** | **9/9/2009** |  |  | **NO** |
| **Topp Knotch Personnel, Inc.** | **5/27/2015** |  |  | **YES** |
| **Tracer Construction, LLC** | **3/19/2009** |  |  | **YES** |
| **Trans-Tech Industries, Inc.** | **9/27/2000** |  |  | **YES** |
| **Trask-Decrow Machinery, Inc.** | **7/2/2008** | **10/9/2013** |  | **YES** |
| **Travelers Insurance** | **7/24/1990** |  |  | **YES** |
| **Tri-State Staffing, Inc.** | **7/6/2012** |  |  | **YES** |
| **True Textiles, Inc.** | **1/26/1999** |  |  | **YES** |
| **Turbine Generator Maintenance, Inc.** | **11/3/2010** |  |  | **YES** |
| **Twin Rivers Paper Company, LLC** | **4/15/1994** | **3/28/2014** | **9/23/1998** | **YES** |
| **U. S. Cellular** | **5/5/2000** |  |  | **YES** |
| **Unified Parking Partners Maine and NH, LLC** | **12/2/2013** | **12/29/2015** |  | **YES** |
| **Unifirst Corporation** | **5/20/1993** |  |  | **NO** |
| **Union Farm Equipment** | **4/30/2014** |  |  | **YES** |
| **Union River Boat Company** | **7/22/2008** |  |  | **NO** |
| **Uniship Courier Services** | **4/25/2011** |  |  | **NO** |
| **UTC Fire & Security** | **5/1/2003** |  |  | **NO** |
| **V.I.P., Inc.** | **10/4/2011** |  |  | **YES** |
| **Veritiv Corporation** | **7/21/1993** |  |  | **YES** |
| **Vermont Mutual Insurance Group** | **5/25/2011** |  |  | **YES** |
| **Verso Corporation (Androscoggin Mill)** | **11/5/1990** | **6/9/1994** |  | **YES** |
| **Ver-Tran, Inc.** |  |  | **2/27/2013** | **YES** |
| **Vescom Corporation** | **5/18/1993** |  |  | **YES** |
| **Vestas-American Wind Technology** | **7/9/2010** |  |  | **NO** |
| **Vic Firth Company** | **8/12/2013** |  |  | **YES** |
| **VingTech, LLC** | **11/16/2007** |  |  | **YES** |
| **Volk Packaging Corporation** | **8/17/2006** |  |  | **YES** |
| **VOLT Workforce Solutions** | **2/17/2012** |  |  | **YES** |
| **Von Mehl Company, Inc.** | **7/15/2014** | **7/15/2014** | **7/15/2014** | **YES** |
| **Waldron Group of Companies** | **2/7/2007** |  |  | **NO** |
| **Walgreen Co.** | **4/22/2010** |  |  | **NO** |
| **Employers with Active Policies in 2015** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2015 Survey Response** |
| **Wal-Mart Stores, Inc.** | **3/31/1998** |  |  | **YES** |
| **Walpole Woodworkers, Inc.** | **2/12/2001** |  |  | **NO** |
| **Wausau Financial Systems, Inc.** | **11/23/2015** |  |  | **YES** |
| **WestRock Services, Inc.** | **7/14/2011** | **10/5/2011** |  | **YES** |
| **WGME, Inc.** | **1/29/2008** |  |  | **YES** |
| **Woodard & Curran, Inc.** | **9/8/2010** |  |  | **YES** |
| **Woodland Pulp, LLC** | **7/31/1991** | **6/22/2001** | **2/9/2009** | **YES** |
| **Work Opportunities** | **7/14/2014** |  |  | **YES** |
| **Wright-Pierce** | **2/28/2012** |  |  | **YES** |
| **Wright-Ryan Construction, Inc.** | **2/24/2005** |  |  | **YES** |
| **Wyman & Simpson, Inc.** | **5/18/1993** |  |  | **YES** |
| **Xerox Business Services, LLC** | **6/7/2006** | **6/7/2006** |  | **YES** |
| **Xpress Natural Gas** | **2/12/2012** | **1/16/2013** | **3/12/2013** | **NO** |
| **Yancy's Restaurant** |  | **9/2/2014** |  | **YES** |
| **Zampell Refractories, Inc.** | **12/30/1993** | **12/30/1993** | **12/30/1993** | **YES** |

NOTE: Out of the 534 policies in 2015 that were approved and active, only 399 employers responded to the mandatory survey, leaving 135 employers that did not respond. Of the 399 that responded, 88 were employers that did not conduct any testing in 2015.