2016 Annual Report on 

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| Substance Abuse Testing by Maine Employers |

**March 2017**

Submitted to the Maine Legislature by

Maine Department of Labor

Bureau of Labor Standards

Substance Abuse Testing By Maine Employers

2016

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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 performed 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 Maine’s testing law. Further, it does not include non-federally regulated 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.

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 2016 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, 2016**  |
|   | **Applicant****Tests** | **Applicant Percent Positive** | **Probable Cause Tests** | **Probable Cause** **Percent Positive** | **Random/ Arbitrary Tests** | **Random/ Arbitrary Percent Positive** |
| **Total Tests** | **19,956** |  | **24** |  | **1,040** |  |
| **Total Invalid Tests[[1]](#footnote-1)** | **47** | **0.2%** | **0** | **0.0%** | **1** | **0.1%** |
| **Total Positive Results[[2]](#footnote-2)** | **962** | **4.8%** | **13** | **54.2%** | **44** | **4.2%** |
| Cannabinoids | 877 | 91.2% | 7 | 53.8% | 34 | 77.3% |
| Amphetamines | 37 | 3.8% | 3 | 23.1% | 3 | 6.8% |
| Opiates | 17 | 1.8% | 1 | 7.7% | 1 | 2.3% |
| Cocaine | 15 | 1.6% | 0 | 0.0% | 0 | 0.0% |
| Methadone | 7 | 0.7% | 0 | 0.0% | 1 | 2.3% |
| Alcohol | 4 | 0.4% | 1 | 7.7% | 0 | 0.0% |
| Barbiturates | 3 | 0.3% | 0 | 0.0% | 0 | 0.0% |
| Benzodiazepines | 2 | 0.2% | 1 | 7.7% | 2 | 4.5% |
| Phencyclidine | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Methaqualone | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |

## Results by Industry

Table 2 shows testing results for each industry, based on the North American Industrial Classification System (NAICS) code. The Services industry conducted the most tests in 2016. The highest percentage of positive results were reported by the “Other” industry with 9.7 percent.

 **Table 2**

 **Results of All Tests by Industry**

 **Maine, 2016**

 ***Percent***

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

 **All Industry** **399** **21,020** **1,019** **4.8%**

 **Construction** **46** **1,391** **54** **3.9%**

 Heavy Construction 13 685 27 3.9%

 Other Construction 33 706 27 3.8%

 **Manufacturing** **89** **3,704** **216** **5.8%**

 Electronic/Electrical Equipment 6 51 2 3.9%

 Food Products 8 296 15 5.1%

 Paper Products 10 872 27 3.1%

 Plastics and Rubber 3 112 8 7.1%

 Wood Products 16 521 62 11.9%

 Other Manufacturing 46 1,852 102 5.5%

 **Other** **4** **176** **17** **9.7%**

 Other 4 176 17 9.7%

 **Services** **164** **10,613** **442** **4.2%**

 Health Care and Social Assistance 32 5,507 96 1.7%

 Professional/Scientific/Tech Services 33 233 6 2.6%

 Other Services 99 4,873 340 7.0%

 **Trade** **73** **4,823** **282** **5.8%**

 Retail 34 3,406 230 6.8%

 Wholesale 39 1,417 52 3.7%

 **Transportation and Public Utilities** **23** **313** **8** **2.6%**

 Transportation and Public Utilities 23 313 8 2.6%

\*this represents the number of employers with approved policies that responded to the survey

## Results by Substance

 **Table 3**

 **Results of All Tests by Substance**

 **Maine, 2016**

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

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

 **All Substances** **310** **21,020** **1,019** **4.8%**

 Cocaine 307 20,968 15 0.1% 1.5%

 Opiates 307 20,974 19 0.1% 1.9%

 Amphetamines 307 20,964 43 0.2% 4.2%

 Cannabinoids 306 20,961 921 4.4% 90.4%

 Phencyclidine 298 19,079 0 0.0% 0.0%

 Barbiturates 181 10,676 3 <0.1% 0.3%

 Benzodiazepines 172 10,608 5 <0.1% 0.5%

 Methadone 157 9,715 8 0.1% 0.8%

 Methaqualone 139 7,771 0 0.0% 0.0%

 Alcohol 50 1,874 5 0.3% 0.5%

Table 3 shows the results of testing in 2016 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2016 tests, 4.8 percent of tests had a positive result. Cannabinoids accounted for 90.4 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 in 2015, 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** |
| 2016 | 541 | 21,020 | 1,019 | 4.8% | 19,956 | 962 | 4.8% | 24 | 13 | 54.2% | 1,040 | 44 | 4.2% |
| 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 |  20,864  | 698 | 3.3% |  19,536  |  609  | 3.1% | 11 | 5 | 45.0% |  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% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **AAA of Northern New England, Inc.** | **10/29/2003** | **9/9/2016** | **9/9/2016** | **YES** |
| **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 Corp.** | **1/7/2003** |  |  | **YES** |
| **Adecco Group NA** | **1/18/2017** |  |  | **YES** |
| **AdvancePierre Foods, Inc.** | **9/9/1997** | **12/31/2015** | **12/31/2015** | **YES** |
| **Advantage Resourcing** | **6/2/2015** |  |  | **YES** |
| **Advantage Solutions** | **5/4/2016** |  |  | **YES** |
| **Aetna, Inc.** | **2/16/2000** |  |  | **YES** |
| **AG World Support Systems, LLC** | **3/25/2010** |  |  | **YES** |
| **Agren Appliance Service, Corp.** |  |  | **12/13/2016** | **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 Forest Management** | **7/2/2008** |  |  | **NO** |
| **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** |  |  | **NO** |
| **American Rheinmetall Systems, LLC** | **11/16/2007** |  |  | **YES** |
| **American Steel and Aluminum, LLC** | **4/30/2001** |  |  | **NO** |
| **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** |  |  | **NO** |
| **Aroostook Area Agency on Aging, Inc.** | **8/25/2016** |  |  | **YES** |
| **ASAP Enterprises, Inc.** | **3/28/2016** |  |  | **YES** |
| **Ashfield Healthcare** | **5/25/2016** |  |  | **NO** |
| **ASRC Federal Holding Company** | **6/23/2011** |  |  | **YES** |
| **Associated Grocers of New England, Inc.** | **5/3/2011** |  |  | **YES** |
| **At Work Personnel Services** | **7/2/1996** |  |  | **YES** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Atlantic Pest Solutions** | **8/22/2011** |  |  | **NO** |
| **Auburn, City of** | **6/9/1994** |  |  | **YES** |
| **Automation Integrators, Inc.** | **8/15/2016** |  | **8/15/2016** | **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 Department** | **2/24/1999** | **7/22/2002** | **7/22/2002** | **YES** |
| **Balance Professional, Inc.** | **5/10/2011** |  |  | **NO** |
| **Balfour Beatty Investments, Inc.** | **2/1/2013** | **2/26/2013** |  | **NO** |
| **Bancroft Contracting Corp.** | **2/1/1994** |  |  | **NO** |
| **Bangor Area Visiting Nurses** | **12/16/1992** |  |  | **NO** |
| **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** |
| **Big Brothers Big Sisters of Mid-Maine** | **6/28/2010** |  |  | **YES** |
| **BJ's Wholesale Club, Inc.** | **6/9/1994** |  |  | **NO** |
| **Blake Equipment Company** | **12/21/1998** | **12/21/1998** |  | **NO** |
| **Blue Hill / Surry Transfer Station** |  | **3/30/2016** |  | **YES** |
| **Bob's Discount Furniture** | **3/11/2004** |  |  | **YES** |
| **Boise Cascade Company** | **6/3/2009** | **10/5/2009** | **1/27/2017** | **YES** |
| **BONNEY Staffing Center, Inc.** | **1/2/2003** |  |  | **YES** |
| **Boston Brands of Maine** | **7/23/2014** |  |  | **NO** |
| **Bottling Group, LLC** | **12/29/1992** | **10/10/2007** |  | **YES** |
| **Brewer Housing Authority** | **9/11/2008** |  |  | **NO** |
| **Brewer Police Department** | **5/7/2014** |  |  | **NO** |
| **Brewer Veterinary Clinic, P.A.** | **8/8/2014** |  |  | **YES** |
| **Brewer, City of** | **12/12/2000** |  |  | **YES** |
| **Bridgton, Town of** | **3/21/2016** |  |  | **YES** |
| **Brock Services, LLC** | **12/3/2007** | **4/29/2008** |  | **NO** |
| **Brockway Smith Company** | **28-Jan-03** |  |  | **YES** |
| **Brookdale Senior Living** | **4/23/2015** |  |  | **YES** |
| **Brookfield Renewable** | **1/22/2016** |  |  | **NO** |
| **BSC Cleaning Services** | **6/24/2015** | **10/21/2015** |  | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **BWE, LLC** | **1/16/2008** |  |  | **YES** |
| **C.N. Brown Company** | **6/6/2001** |  |  | **YES** |
| **Cabela's, Inc.** | **1/15/2008** |  |  | **YES** |
| **Calais Regional Hospital** | **9/1/2016** |  |  | **YES** |
| **Calais, City of** | **6/3/2003** |  |  | **YES** |
| **Calpine Westbrook Energy Center** | **10/18/1999** |  |  | **YES** |
| **Camden National Bank** | **1/13/2011** |  |  | **NO** |
| **Canine Company** | **3/10/2016** |  |  | **YES** |
| **Canuvo, Inc.** | **3/4/2016** | **3/14/2016** |  | **YES** |
| **Capital Area Staffing Solutions, Inc.** | **9/7/2006** |  |  | **YES** |
| **Carlos Lopez & Associates, LLC** | **9/2/2016** | **9/13/2016** | **9/13/2016** | **YES** |
| **Carrier Chipping, Inc.** | **7/23/2014** |  |  | **YES** |
| **CAS Services, Inc.** | **6/17/2014** |  |  | **YES** |
| **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** |  | **YES** |
| **Central Maine FCU** | **3/26/2009** |  |  | **NO** |
| **Central Maine Healthcare** | **12/27/2016** |  |  | **NO** |
| **Chadwick BaRoss, Inc.** | **7/21/1993** |  |  | **YES** |
| **CHEP Recycled Pallet Solutions** | **2/3/2012** | **12/17/2012** |  | **YES** |
| **Cianbro Corp.** | **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 , LLC** | **1/9/2017** |  |  | **YES** |
| **Conduent, Inc.** | **6/7/2006** | **6/7/2006** |  | **YES** |
| **Conform Automotive** | **12/12/2000** |  |  | **YES** |
| **Consigli Construction Company, Inc.** | **6/30/2008** |  |  | **NO** |
| **Contech Engineered Solutions, LLC** | **6/17/2006** |  |  | **YES** |
| **Contemporary Staffing Solutions** | **8/12/2009** |  |  | **NO** |
| **Corestaff Services** | **9/30/2016** |  |  | **YES** |
| **Corinth Wood Pellets, LLC** | **1/26/2007** |  |  | **NO** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Corizon Health, Inc.** | **11/3/2015** |  |  | **YES** |
| **Corning, Inc.** | **9/19/2001** |  |  | **NO** |
| **Correct Care Solutions** | **6/4/2012** | **8/9/2012** | **8/9/2012** | **YES** |
| **Coutts Bros, Inc.** | **9/27/2013** |  |  | **YES** |
| **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 Silicone Technologies, LLC** | **10/24/2000** |  |  | **YES** |
| **Crystal Clear Communications** | **4/16/2009** |  |  | **YES** |
| **Cummins Northeast, LLC** | **10/13/2010** |  |  | **NO** |
| **CVS Health** | **11/30/2016** |  |  | **YES** |
| **D & G Machine Products, Inc.** | **7/31/1991** |  |  | **YES** |
| **D. L. Thurrott Air** | **1/28/2002** |  |  | **NO** |
| **Damon Insulation Co., Inc.** | **9/9/2016** | **9/20/2016** | **9/20/2016** | **YES** |
| **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** | **NO** |
| **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** | **8/9/2013** | **YES** |
| **Delhaize Distribution, LLC** | **5/18/1993** |  |  | **YES** |
| **Dennis Paper & Food Service** | **12/24/1991** |  |  | **YES** |
| **Designtex** | **10/12/2011** |  |  | **YES** |
| **DEX Media, Inc.** | **5/25/2008** |  |  | **NO** |
| **Dingley Press, Inc., The** | **8/5/2006** |  |  | **YES** |
| **DISH Network, LLC** | **3/10/2015** |  |  | **YES** |
| **Diver Down Underwater Services** | **12/4/2001** |  |  | **YES** |
| **DMM, Inc.** | **6/25/2014** | **8/12/2014** | **8/12/2014** | **YES** |
| **Dollar General** | **12/1/2014** |  |  | **YES** |
| **Domestiks Cleaning Service, Inc.** | **6/2/2016** |  |  | **YES** |
| **Downeast Toyota-Scion-Buick** | **2/9/2000** |  |  | **YES** |
| **Dragon Products Co., LLC** | **6/7/2007** | **5/19/2011** |  | **YES** |
| **Duratherm Window Corp.** | **10/8/2003** |  |  | **YES** |
| **Dysarts Service** | **6/28/2010** |  |  | **NO** |
| **East Coast Communications** | **12/1/2014** |  |  | **YES** |
| **Eastern Fire Protection/Eastern Sprinkler Services** | **10/8/2003** |  |  | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Eastern Maine Healthcare Systems** | **1/15/1991** |  |  | **YES** |
| **Eastpoint Eldercare Services** | **3/26/2013** | **3/14/2014** | **3/14/2014** | **YES** |
| **Eaton Corp.** | **9/2/1999** |  |  | **YES** |
| **EC&R Services, LLC** | **6/27/2016** |  |  | **YES** |
| **Ed Hodsdon Masonry** | **4/29/2008** |  |  | **YES** |
| **Education Management, LLC** | **8/13/2013** |  |  | **NO** |
| **Edward Jones** | **3/23/2012** | **7/2/2012** |  | **YES** |
| **Elecnor Hawkeye, LLC** | **2/3/2010** |  |  | **NO** |
| **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** | **12/23/2009** |  |  |  |
| **Emera Maine - Presque Isle** | **6/13/1990** |  |  |  |
| **Emery Waterhouse Company, The** | **4/8/1998** |  |  | **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** |  |  | **YES** |
| **Enviro Mats, Inc.** | **3/22/2011** |  |  | **YES** |
| **Ernest R. Palmer Lumber Company, Inc.** | **7/25/2014** |  | **3/10/2015** | **YES** |
| **ERS** | **9/17/2012** | **9/17/2012** |  | **YES** |
| **ES Boulos Company** | **6/2/1998** |  |  | **YES** |
| **Etna, Town of** | **2/19/2009** | **2/19/2009** | **2/19/2009** | **NO** |
| **Everett J. Prescott** | **2/25/2000** |  |  | **YES** |
| **Evonik Cyro, LLC** | **7/24/1990** | **1/24/2014** | **1/24/2014** | **YES** |
| **EWIE Co., Inc.** | **6/19/2014** | **6/19/2014** |  | **YES** |
| **Excel Staffing, Inc.** | **7/2/2015** |  |  | **NO** |
| **FairPoint Communications** | **11/9/2006** |  |  | **YES** |
| **FDH Velocitel** | **9/12/2016** | **9/23/2016** |  | **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 Corp.** | **11/23/2015** |  |  | **YES** |
| **First Protection Services, Inc.** | **2/18/2004** | **5/13/2008** | **9/16/2009** | **YES** |
| **Fisher Engineering** | **2/23/2012** | **3/5/2012** |  | **YES** |
| **Flemish Master Weavers, Inc.** | **11/21/1990** |  |  | **YES** |
| **FMC Corp.** | **3/22/1990** | **5/18/1993** | **5/18/1993** | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Forest Avenue Veterinary Hospital** | **9/15/2009** |  |  | **YES** |
| **Formtek, Inc.** | **4/23/2004** |  |  | **YES** |
| **Fresenius Medical Care** | **4/22/2011** | **11/5/2013** |  | **YES** |
| **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** |
| **G & G Products, LLC** | **10/25/2016** |  |  | **NO** |
| **GAC Chemical Corp.** | **8/19/2005** |  |  | **YES** |
| **Ganneston Construction Corp.** | **1/14/2009** |  |  | **YES** |
| **Gardner Enterprises, Inc.** | **7/23/2009** |  |  | **YES** |
| **Garelick Farms** | **5/20/1998** |  |  | **YES** |
| **Garmin International, Inc.** | **3/15/2016** |  |  | **YES** |
| **General Dynamics OTS** | **2/28/1990** | **8/7/1991** | **6/16/1993** | **YES** |
| **General Electric (Auburn)** | **10/18/1990** | **5/29/2014** |  | **YES** |
| **General Electric (Bangor)** | **5/24/1990** | **8/31/2011** | **8/31/2011** | **YES** |
| **General Electric Renewable Energy** | **3/20/2012** | **3/20/2012** | **3/20/2012** | **YES** |
| **General Parts International, Inc.** | **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 Trampoline Park** | **9/25/2014** | **9/25/2014** |  | **YES** |
| **Giroux Energy Solutions** | **11/3/2004** |  |  | **YES** |
| **Global Energy Services, Inc.** | **1/28/2011** |  |  | **YES** |
| **Global Environmental Solutions, Inc.** | **1/28/2011** |  |  | **YES** |
| **Global Spectrum/Spectra** | **3/5/2015** |  |  | **YES** |
| **Goodman Field Services** | **9/15/2005** |  |  | **NO** |
| **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** |  |  | **YES** |
| **Griffin Greenhouse Supplies** | **1/29/2016** | **6/13/2012** |  | **YES** |
| **Grow-Tech, LLC** | **11/3/2015** |  |  | **YES** |
| **Guardian Pharmacy, LLC** | **6/4/2010** |  |  | **YES** |
| **Guardsmark, LLC** | **12/5/1996** |  |  | **NO** |
| **Gulf Oil Limited Partnership** | **8/12/2008** | **8/12/2008** | **8/12/2008** | **NO** |
| **HP Hood, LLC** | **5/15/2003** |  |  | **YES** |
| **HR 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, Town of** | **1/27/1999** |  |  | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Hancock Lumber Company** | **4/29/1991** |  |  | **YES** |
| **Hanger, Inc.** | **3/3/2010** |  |  | **NO** |
| **Hannaford (Corporate)** | **5/18/1993** | **7/25/2000** | **10/1/1996** | **YES** |
| **Hayes Pump** | **1/22/2015** |  |  | **NO** |
| **Helical Solutions, LLC** | **1/4/2016** |  |  | **NO** |
| **Hertz Corp., The** | **6/11/2002** |  |  | **NO** |
| **Hibernia Media, LLC** | **8/4/2014** |  |  | **NO** |
| **Hinckley Co., LLC, The** | **9/4/2002** |  |  | **NO** |
| **Hollywood Casino Hotel & Raceway** | **6/29/2005** | **5/2/2007** |  | **YES** |
| **Home Depot** | **11/1/1996** |  |  | **NO** |
| **HomeExperts of Maine** | **3/30/2015** |  |  | **YES** |
| **Horizon Solutions, LLC** | **12/15/2010** |  |  | **NO** |
| **Hospice of Southern Maine** | **7/29/2014** |  |  | **NO** |
| **Houlton Police Department** | **10/19/2007** |  |  | **NO** |
| **Huber Engineered Woods, LLC** | **4/29/1991** | **4/29/1991** | **11/1/2016** | **YES** |
| **Huhtamaki Foodservice, 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, LLC** | **1/14/2009** | **1/14/2009** | **1/14/2009** | **YES** |
| **HW Staffing Solutions** | **3/21/2012** |  |  | **NO** |
| **Iberdrola dba Central Maine Power** | **10/18/1990** |  |  | **NO** |
| **ICON Connections, Inc.** | **3/17/2009** |  |  | **YES** |
| **Ikon Office Solutions, Inc.** | **2/24/1999** |  |  | **NO** |
| **Imerys/Americarb, Inc.** | **7/14/2000** |  |  | **NO** |
| **Infab Refractories, Inc.** | **7/22/1993** |  |  | **YES** |
| **Innovative Distribution Services** | **9/1/2000** |  |  | **YES** |
| **Insight Health Corp.** | **1/12/2016** |  |  | **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** |
| **Irving Forest Products (Ashland Sawmill)** | **7/23/2002** | **7/23/2002** |  | **YES** |
| **Irving Woodlands, LLC** | **4/12/2011** |  |  | **YES** |
| **Irwin Tools** | **1/19/2017** |  |  | **YES** |
| **IVC Technologies** | **12/18/2012** |  |  | **NO** |
| **J.T. Hayman Electric** | **8/21/2015** |  |  | **NO** |
| **Jagger Brothers, Inc.** | **5/14/2001** |  |  | **YES** |
| **Jean's Waterproofing, Inc.** | **7/8/2004** |  |  | **NO** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **JF2, LLC** | **12/8/2005** | **12/8/2005** | **12/8/2005** | **YES** |
| **JMS Wind Energy, Inc.** | **3/10/2016** |  |  | **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** |  |  | **NO** |
| **Kassbohrer All Terrain Vehicles, Inc.** | **10/24/2000** |  |  | **YES** |
| **Katahdin Forest Management, LLC** | **5/23/2016** |  |  | **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** |  |  | **NO** |
| **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** |  |  | **YES** |
| **Knox County Homeless Coalition** | **1/28/2015** |  |  | **YES** |
| **Kohl's Department Stores** | **8/4/2004** |  |  | **YES** |
| **Kris-Way Truck Leasing, Inc.** | **2/11/2009** |  |  | **YES** |
| **L & B Electrical Contractors, Inc.** | **2/25/2003** |  |  | **YES** |
| **L M S Intellibound, Inc.** | **2/8/2004** |  |  | **NO** |
| **Lakeside Concrete Cutting, Inc.** |  | **9/30/2015** |  | **YES** |
| **Lane Construction Corp., The** | **12/16/1992** | **4/11/2012** | **4/11/2012** | **NO** |
| **Lasting Impressions Family Dentistry** | **10/28/2014** |  |  | **NO** |
| **Layne Christensen Company** | **5/30/2012** | **11/16/2012** |  | **YES** |
| **Lewiston, City of** | **4/8/2008** |  |  | **YES** |
| **Liberty Bay Recovery Center** | **10/20/2016** | **10/20/2016** | **10/20/2016** | **YES** |
| **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 Corp.** | **5/20/1998** | **5/20/1998** | **5/20/1998** | **YES** |
| **Lowe's Companies, Inc.** | **11/3/2004** |  |  | **YES** |
| **MAIBEC Lumber, Inc.** | **8/10/2007** | **8/10/2007** |  | **NO** |
| **Maine Business Services (Manpower)** | **4/30/2002** |  |  | **YES** |
| **Maine Distributors** | **5/2/2007** |  |  | **YES** |
| **Maine Drilling and Blasting** | **9/9/1999** |  |  | **YES** |
| **Maine Medical Center** | **9/25/2008** |  |  | **YES** |
| **Maine Medical Partners/MMC** | **6/8/2010** |  |  | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Maine Organic Therapy** | **5/31/2011** | **5/31/2011** | **5/31/2011** | **NO** |
| **Maine Pest Solutions** | **4/7/2014** |  |  | **NO** |
| **Maine Real Estate Management, LLC** | **2/10/2016** |  |  | **NO** |
| **Maine Staffing Group** | **12/23/2005** |  |  | **YES** |
| **Maine Veteran's Homes** | **9/10/2009** |  |  | **YES** |
| **Maine Woods Company, LLC** | **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** | **1/10/2017** |  |  | **YES** |
| **Max Finkelstein, Inc.** | **5/21/2009** |  |  | **YES** |
| **McCain Foods USA, Inc.** | **2/24/1992** | **4/28/1998** | **4/28/1998** | **YES** |
| **McHale & Associates, Inc.** | **12/31/2009** | **12/31/2009** | **2/18/2010** | **YES** |
| **Medical Staffing Network** | **3/28/2002** |  |  | **NO** |
| **Mercy Hospital/EMHS** | **11/20/2008** |  |  | **YES** |
| **Merrimack Mortgage Company, LLC** | **3/21/2016** |  |  | **YES** |
| **Messer Truck Equipment** | **4/23/2012** |  |  | **NO** |
| **Met Life** | **6/3/2009** |  |  | **NO** |
| **Metz Culinary Management** | **1/22/2013** |  |  | **YES** |
| **Mexico Water District** | **10/29/2003** | **10/29/2003** | **11/14/2014** | **YES** |
| **Mid Coast Parkview Health** | **6/7/2012** |  |  | **YES** |
| **Mid-State Machine Products** | **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** | **8/2/2005** |  |  | **YES** |
| **Modern Pest Services** | **11/17/2006** |  |  | **YES** |
| **Modula, Inc.** |  |  | **1/7/2013** | **YES** |
| **Montreal, Maine & Atlantic Railway** | **6/19/1998** |  |  | **NO** |
| **Mount Hope Cemetery Corp.** | **4/15/1995** |  |  | **YES** |
| **Mount Saint Joseph Residence & Rehabilitation** | **12/12/2016** |  |  | **YES** |
| **Mountain, Ltd.** | **9/12/2012** | **9/12/2012** |  | **YES** |
| **National Filter Media** | **6/7/2013** |  |  | **YES** |
| **Netflix, Inc.** | **6/15/2007** | **6/15/2007** | **10/10/2007** | **NO** |
| **NeuroRestorative ME (The Mentor Network)** | **8/26/2014** |  |  | **YES** |
| **New England Castings, LLC** | **10/29/2013** |  |  | **NO** |
| **New England Controls** |  | **9/11/2014** | **9/11/2014** | **YES** |
|  **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **New England Life Care** | **1/6/2015** |  |  | **YES** |
| **New England Rehab Hospital of Portland** | **10/20/1997** |  |  | **NO** |
| **New England Window & Door, LLC** | **1/29/2015** | **1/29/2015** |  | **YES** |
| **New York Life Insurance Company** | **3/28/2002** |  |  | **NO** |
| **Newport, Town of** | **11/8/2006** |  |  | **NO** |
| **NextEra Energy, Inc.** | **6/23/2000** |  |  | **YES** |
| **Nichols Portland, LLC** | **12/22/1998** |  |  | **YES** |
| **North Country Tractor, Inc.** | **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** |
| **Northeastern Log Homes, Inc.** | **4/21/2000** |  |  | **NO** |
| **Northern Pride Communications, Inc.** | **6/13/2011** | **6/13/2011** |  | **YES** |
| **Nortrax, Inc.** | **9/11/2002** |  |  | **YES** |
| **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** |
| **Oasis DEG, Inc.** | **11/15/2007** | **11/15/2007** |  | **YES** |
| **OC Technical Fabrics, LLC** | **7/9/1999** |  |  | **NO** |
| **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** |
| **ON Semiconductor** | **12/29/2016** |  |  | **NO** |
| **OnProcess Technology** | **2/27/2014** | **2/27/2014** |  | **YES** |
| **OTT Communications/Otelco** | **12/31/2003** | **12/3/2007** | **12/3/2007** | **YES** |
| **Oxford Casino, Inc.** | **2/28/2012** | **3/18/2014** |  | **YES** |
| **Oxford Networks** | **12/3/2003** | **9/27/2006** | **9/27/2006** | **YES** |
| **Pack Edge, Inc.** | **12/12/2014** |  |  | **YES** |
| **PAGEmployment, Inc.** | **6/4/2004** |  |  | **YES** |
| **Panolam Surface Systems** | **9/19/1990** |  |  | **NO** |
| **Paradigm Operating Company, LLC** | **4/16/2009** |  |  | **YES** |
| **Paradigm Technology Consulting** | **12/12/2013** |  |  | **YES** |
| **Parker Hannifin Corp. (Kittery)** | **6/24/1997** |  |  | **YES** |
| **Patriot Insurance Company** | **2/1/2008** |  |  | **YES** |
| **Patterson Companies, Inc.** | **2/1/2016** |  |  | **YES** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **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** |  |  | **YES** |
| **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** |
| **Performance Food Group, Inc.** | **9/19/1990** |  |  | **YES** |
| **PharmaLogic ME** | **3/29/2002** | **12/3/2003** | **12/3/2003** | **YES** |
| **Pike Industries, Inc.** | **10/5/2011** | **10/5/2011** |  | **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** |  |  | **YES** |
| **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** |  |  | **NO** |
| **PM Construction Co., Inc.** | **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** |
| **Prime Industrial Recruiters** | **1/27/2016** |  |  | **NO** |
| **Pro Search, Inc.** | **10/24/2007** |  |  | **YES** |
| **Procter and Gamble Tambrands, Inc.** | **1/13/1999** |  |  | **YES** |
| **Professional Teleconcepts, LLC** | **2/4/2014** |  |  | **YES** |
| **Protection Response Training, LLC** | **9/20/2012** |  |  | **NO** |
| **Prudential** | **11/1/2005** |  |  | **YES** |
| **PSC Industrial Outsourcing** | **11/10/1993** |  | **11/16/1998** | **YES** |
| **QuantumClean** | **3/21/2012** |  |  | **YES** |
| **R. Pepin and Sons, Inc. / Pepin Precast, LLC** | **2/24/2016** | **3/16/2016** |  | **YES** |
| **R.A.D Sports** | **5/7/2015** |  |  | **YES** |
| **Radiodetection Corp./SPX** | **9/5/2003** |  |  | **YES** |
| **Ransom Consulting, Inc.** | **9/11/2008** | **9/11/2008** | **9/11/2008** | **NO** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Real Soft, Inc.** | **6/11/2015** |  |  | **YES** |
| **Reed & Reed, Inc.** | **6/25/1992** | **5/9/2007** | **8/12/2015** | **YES** |
| **ReEnergy Biomass Operations, LLC** | **5/14/2008** | **5/14/2008** | **5/15/2013** | **YES** |
| **Re-Harvest, Inc.** | **5/28/2008** |  |  | **YES** |
| **Remedy Compassion Center, Inc.** | **1/3/2011** | **1/3/2011** |  | **YES** |
| **Residence Inn Downtown Portland** | **5/11/2009** |  |  | **NO** |
| **Resource Real Estate Management, Inc.** | **7/9/2009** |  |  | **NO** |
| **RN Network** | **11/30/2012** |  |  | **NO** |
| **Rock Coast Personnel** | **9/18/2014** |  |  | **YES** |
| **Rockland Marine Corp.** | **1/24/2007** |  |  | **NO** |
| **RTS Packaging, LLC** | **7/14/2011** | **10/5/2011** |  | **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** | **NO** |
| **SAGE Dining Services, Inc.** | **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 Corp.** | **4/17/1996** |  |  | **YES** |
| **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** |  |  | **YES** |
| **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** |  |  | **NO** |
| **ScribeAmerica, LLC** | **4/25/2013** |  |  | **YES** |
| **Seaboard Security** | **9/15/2004** | **2/19/2008** | **2/19/2008** | **YES** |
| **Seacoast Angels** |  | **8/1/2013** |  | **NO** |
| **Securitas Security Services USA** | **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** | **NO** |
| **Shaw's Supermarkets, Inc./Wells Distribution Center** | **6/10/2000** | **10/9/2008** |  | **YES** |
| **Shaw's Supermarkets/Stores Only** | **11/18/2005** |  |  | **YES** |
| **Silver's Auto Parts, Inc.** | **6/9/2011** |  |  | **YES** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Skowhegan, Town of** | **8/28/1998** |  |  | **YES** |
| **Smart Transportation** | **1/5/2016** |  |  | **YES** |
| **Smith & Wesson Corp.** | **3/27/2003** |  |  | **YES** |
| **Sodexo Inc.** | **3/3/2008** |  |  | **YES** |
| **Software Folks** | **6/16/2015** |  |  | **NO** |
| **Somerset County** | **3/23/2016** |  |  | **YES** |
| **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** |  | **NO** |
| **Spectraforce Technologies, Inc.** | **2/19/2016** |  |  | **NO** |
| **Spectrum Staffing Solutions, LLC** | **1/24/2014** |  |  | **NO** |
| **Sprague Operating Resources, LLC** | **4/13/1995** |  |  | **NO** |
| **Springborn Staffing/Industrial Staffing** | **11/15/2005** |  |  | **YES** |
| **Spudnik Equipment Company, LLC** | **8/16/2005** | **9/10/2013** | **9/10/2013** | **YES** |
| **St. Mary's Health System** | **7/19/1995** |  |  | **YES** |
| **Staff Management** | **1/20/2004** |  |  | **NO** |
| **Standard Waterproofing, Inc.** | **4/13/1998** | **5/17/2011** |  | **YES** |
| **Standard, The** | **3/25/2003** |  |  | **NO** |
| **Star West Generation Management Company** | **4/25/2016** |  |  | **YES** |
| **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** |
| **Steel Pro, Inc.** | **2/8/2016** |  |  | **YES** |
| **Steele CIS, LLC** | **2/17/2016** |  |  | **YES** |
| **Strom Engineeering of Florida, Inc.** | **4/8/2015** |  |  | **YES** |
| **Sullivan & Merritt Constructors, Inc.** | **5/18/1993** |  |  | **YES** |
| **Susan J. Szwed P.A.** | **8/8/2013** |  |  | **YES** |
| **T&D Timber Products** | **2/27/2015** | **2/27/2015** |  | **NO** |
| **Target Corp.** | **7/9/2001** |  |  | **YES** |
| **Tate & Lyle Ingredients America, Inc.** | **5/2/2008** |  |  | **YES** |
| **TD Bank** | **6/5/2009** |  |  | **YES** |
| **Ted Berry Company, Inc.** | **4/17/2013** |  |  | **YES** |
| **TEMPO Employment Services** | **3/3/2008** |  |  | **YES** |
| **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** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Thermo Fisher Scientific** | **3/26/2015** |  |  | **YES** |
| **Tilson Technology Management, Inc.** | **11/4/2013** | **11/19/2013** |  | **YES** |
| **Time Warner Cable** | **1/20/2004** |  |  | **YES** |
| **Tiqa, LLC** | **6/4/2014** |  |  | **YES** |
| **Titan Machine Products** | **9/9/2009** |  |  | **NO** |
| **Topp Knotch Personnel, Inc.** | **5/27/2015** |  |  | **NO** |
| **Townsend Tree Service** | **5/7/2012** |  |  | **YES** |
| **TPD Construction Co., Inc.** |  | **2/28/2012** |  | **YES** |
| **Tracer Construction, LLC** | **3/19/2009** |  |  | **NO** |
| **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** |
| **TrueBlue** | **3/26/2013** |  |  | **YES** |
| **Turbine Generator Maintenance, Inc.** | **11/3/2010** |  |  | **YES** |
| **Twin City Tire** | **1/13/2016** |  | **1/19/2016** | **YES** |
| **Twin Rivers Paper Company, LLC** | **4/15/1994** | **3/28/2014** | **9/23/1998** | **NO** |
| **U.S. Cellular** | **5/5/2000** |  |  | **YES** |
| **U.S. Intermodal, Inc.** | **4/20/2016** |  |  | **YES** |
| **Unified Parking Partners Maine and NH, LLC** | **12/2/2013** | **12/29/2015** |  | **YES** |
| **Unifirst Corp.** | **5/20/1993** |  |  | **YES** |
| **Union Farm Equipment** | **4/30/2014** |  |  | **YES** |
| **Uniship Courier Services, LLC** | **4/25/2011** |  |  | **YES** |
| **UnitedHealth Group** | **6/1/2016** |  |  | **YES** |
| **V.I.P., Inc.** | **10/4/2011** |  |  | **YES** |
| **Veritiv Corp.** | **7/21/1993** |  |  | **YES** |
| **Vermont Mutual Insurance Group** | **5/25/2011** |  |  | **NO** |
| **Verso Corp. (Androscoggin Mill)** | **11/5/1990** | **6/9/1994** |  | **YES** |
| **Ver-Tran, Inc.** |  |  | **2/27/2013** | **YES** |
| **Vescom Corp.** | **5/18/1993** |  |  | **NO** |
| **Vestas-American Wind Technology** | **7/9/2010** |  |  | **NO** |
| **Vic Firth Company** | **8/12/2013** |  |  | **NO** |
| **Volk Packaging Corp.** | **8/17/2006** |  |  | **YES** |
| **VOLT Workforce Solutions** | **2/17/2012** |  |  | **YES** |
| **Von Mehl Company, Inc.** | **7/15/2014** | **7/15/2014** | **7/15/2014** | **NO** |
| **Waldron Group of Companies** | **2/7/2007** |  |  | **NO** |
| **Walgreen Co.** | **4/22/2010** |  |  | **NO** |
| **Employers with active policies in 2016** | **Applicant Testing Approved** | **Probable Cause Testing Approved** | **Random or Arbitrary Testing Approved** | **2016 Survey Response** |
| **Wal-Mart Stores, Inc.** | **3/31/1998** |  |  | **NO** |
| **Walpole Outdoors** | **2/12/2001** |  |  | **YES** |
| **Wausau Financial Systems, Inc.** | **11/23/2015** |  |  | **YES** |
| **Wayfair Maine, LLC** | **6/2/2016** |  |  | **YES** |
| **Wellness Connection of Maine** | **6/19/2015** | **6/19/2015** |  | **YES** |
| **WGME, Inc.** | **1/29/2008** |  |  | **YES** |
| **Woodard & Curran, Inc.** | **9/8/2010** |  |  | **YES** |
| **Woodland Pulp, LLC & St. Croix Tissue** | **7/31/1991** | **6/22/2001** | **2/9/2009** | **YES** |
| **Wright-Pierce** | **2/28/2012** |  |  | **YES** |
| **Wright-Ryan Construction, Inc.** | **2/24/2005** |  |  | **YES** |
| **Wyman & Simpson, Inc.** | **5/18/1993** |  |  | **YES** |
| **Xerox Corp.** | **11/10/2016** |  |  | **YES** |
| **Xpress Natural Gas** | **2/12/2012** | **1/16/2013** | **3/12/2013** | **NO** |
| **York Hospital** | **10/18/2016** |  |  | **YES** |
| **Zampell Refractories, Inc.** | **12/30/1993** | **12/30/1993** | **12/30/1993** | **YES** |
| ***Policy Totals*** | ***526*** | ***147*** | ***86*** |  |

NOTE: Out of the 541policies in 2016 that were approved and active, only 399 employers responded to the mandatory survey, leaving 142 employers that did not respond. Of the 399 that responded, 89 were employers that did not conduct any testing in 2016.

1. 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. [↑](#footnote-ref-1)
2. Positive test results only include results reported as positive by the testing laboratories; they do not include instances where an employer allows positive tests to be reported as negative when an individual tested positive for a specific substance and was able to validate they had a prescription or a medical marijuana registration card authorized by a healthcare professional. [↑](#footnote-ref-2)