

2018 Annual Report on



Substance Abuse Testing by Maine Employers

March 2019

Submitted to the Maine Legislature by
Maine Department of Labor
Bureau of Labor Standards

Substance Abuse Testing by Maine Employers 2018

Amanda L. O'Leary
Bureau of Labor Standards
Maine Department of Labor

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Telephone (207) 623-7900 TTY Users Call Maine Relay 711 FAX (207) 623-7937

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, 26 M.R.S. §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 26 M.R.S. §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.

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 2018 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 or client requirement.

Table 1: Results by Test Type**Maine, 2018**

	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/Arbitrary Tests	Random/Arbitrary Percent Positive
Total Tests	23,999		35		1,079	
Total Invalid Tests¹	72	0.3%	0	0.0%	2	0.2%
Total Positive Results²	1,399	5.8%	18	51.4%	38	3.5%
Cannabinoids	1,275	91.1%	10	55.6%	24	63.2%
Amphetamines	51	3.6%	2	11.1%	4	10.5%
Cocaine	34	2.4%	3	16.7%	5	13.2%
Methadone	13	1.0%	0	0.0%	0	0.0%
Opiates	8	0.6%	2	11.1%	0	0.0%
Benzodiazepines	6	0.4%	0	0.0%	1	2.6%
Phencyclidine	5	0.4%	0	0.0%	0	0.0%
Alcohol	5	0.4%	1	5.6%	3	7.9%
Barbiturates	2	0.1%	0	0.0%	1	2.6%
Methaqualone	0	0.0%	0	0.0%	0	0.0%

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.

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.

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 2018. The highest percentage of positive results were reported by the “Other” industry with 11.4 percent.

Table 2
Results of All Tests by Industry
Maine, 2018

<i>Industry</i>	<i>Policies*</i>	<i>Test</i>	<i>Positives</i>	<i>Percent Positive</i>
All Industry	432	25,113	1,455	5.8%
Construction	51	1,904	121	6.4%
Heavy Construction	12	1,057	40	3.8%
Other Construction	39	847	81	9.6%
Manufacturing	95	4,462	271	6.1%
Electronic/Electrical Equipment	6	82	2	2.4%
Food Products	8	241	35	14.5%
Paper Products	10	747	53	7.1%
Plastics and Rubber	4	107	14	13.1%
Wood Products	17	595	39	6.6%
Other Manufacturing	50	2,690	128	4.8%
Other**	8	140	16	11.4%
Other	8	140	16	11.4%
Services	180	13,986	701	5.0%
Health Care and Social Assistance	39	8,875	219	2.5%
Professional/Scientific/Tech Services	30	416	13	3.1%
Other Services	111	4,695	469	10.0%
Trade	77	4,225	327	7.7%
Retail	35	3,276	243	7.4%
Wholesale	42	949	84	8.9%
Transportation and Public Utilities	21	396	19	4.8%
Transportation and Public Utilities	21	396	19	4.8%

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

** “Other” represents the following industries: Agriculture, Farming, Fishing, Logging, Mining and support activities for each.

Results by Substance

Table 3 shows the results of testing in 2018 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2018 tests, 5.8 percent of tests had a positive result. Cannabinoids accounted for 90 percent of all positive test results.

Table 3
Results of All Tests by Substance
Maine, 2018

Substance	Employers Testing	Total	Total Positives	Percent Positive	Percent of Positives
All Substances	321	25,113	1,455	5.8%	
Opiates	321	25,107	10	0.04%	0.7%
Cocaine	321	25,053	42	0.17%	2.9%
Amphetamines	320	25,090	57	0.23%	3.9%
Phencyclidine	312	24,420	5	0.02%	0.3%
Cannabinoids	294	22,797	1,309	5.74%	90.0%
Barbiturates	193	13,076	3	0.02%	0.2%
Benzodiazepines	193	13,056	7	0.05%	0.5%
Methadone	183	12,493	13	0.10%	0.9%
Methaqualone	143	10,000	0	0.00%	0.0%
Alcohol	49	1,455	9	0.62%	0.6%

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 2018, with 5.8 percent. The lowest percent positive was 2.0 percent, occurring in 1993.

Chart 1. Number of Employers w/ Policies

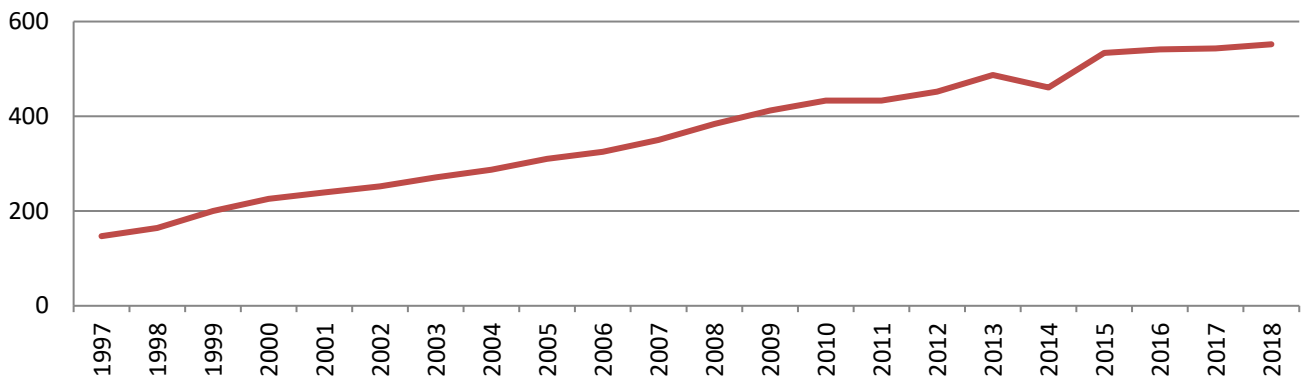


Chart 2. Total Tests

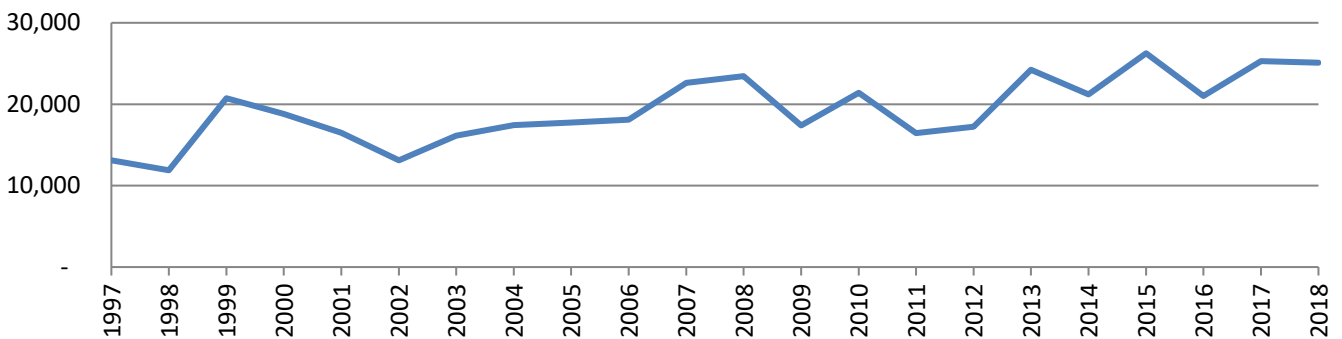


Chart 3. All Tests Percent Positive

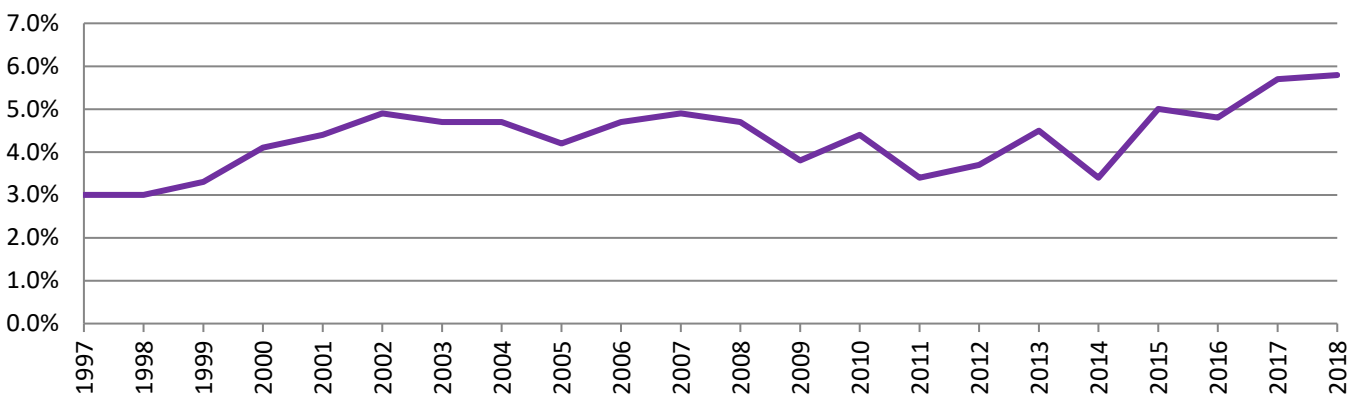


Chart 4. Applicant Testing Percent Positive

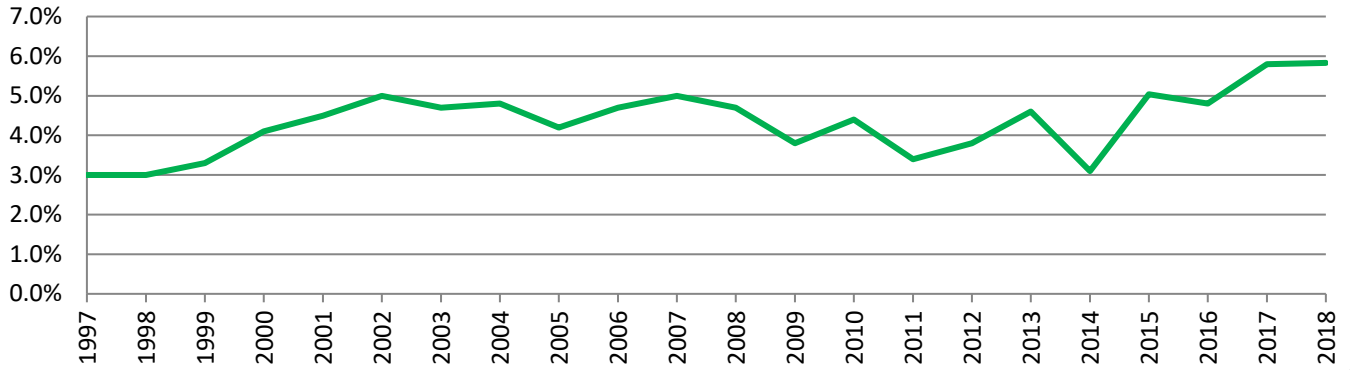


Chart 5. Probable Cause Testing Percent Positive

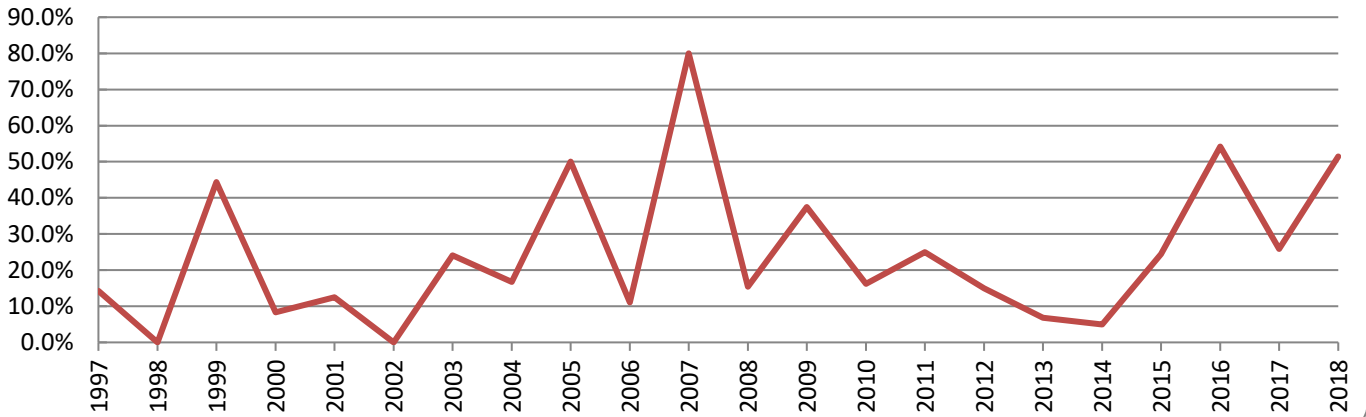


Chart 6. Random Testing Percent Positive

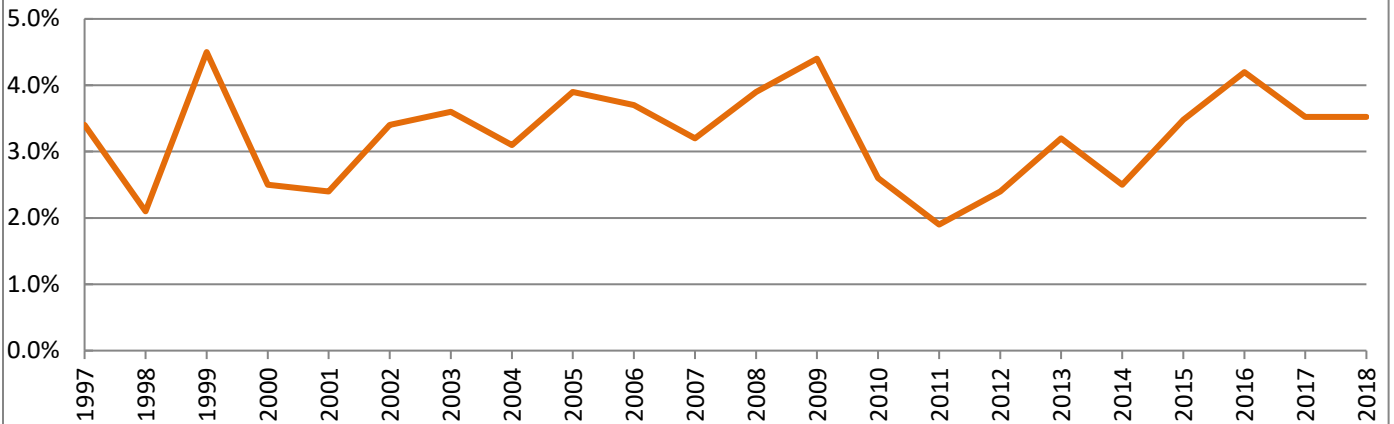


Table 4. Overview

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
2018	552	25,113	1,455	5.8%	23,999	1,399	5.8%	35	18	51.4%	1,079	38	3.5%
2017	543	25,310	1,441	5.7%	23,835	1,372	5.8%	54	14	25.9%	1,421	55	3.9%
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%

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
411 Flash Corporation	1/5/2016			NO
A Plus Party Rental	1/26/2018		2/6/2018	YES
AAA Northern New England	6/20/2018	6/20/2018	6/20/2018	YES
Aaron's, Inc.	12/12/2017			YES
ABC Supply Co., Inc.	12/2/2009	12/2/2009		YES
ABF Enterprises, LLC	10/12/2006			YES
Acadia Insurance	7/2/2013			NO
Acadia Veterinary Hospital	7/5/2017	7/17/2017	7/17/2017	YES
Acme-Monaco Corporation	1/7/2003			NO
Adecco USA, Inc.	1/18/2017			YES
ADUSA Distribution, LLC / Delhaize Distribution Centers	5/18/1993			YES
AdvancePierre Foods, Inc.	9/9/1997	12/31/2015	12/31/2015	NO
Advantage Resourcing America (Group)	6/2/2015	4/20/2018		YES
Advantage Sales & Marketing, LLC	5/4/2016			YES
Aetna, Inc.	2/16/2000			NO
AG World Support Systems, LLC	3/25/2010			YES
Agren			12/13/2016	YES
Air Temp, Inc.	8/6/2003			YES
Alexander & Associates Co.	3/26/2013	4/1/2003		YES
All Source PPS, Inc.	10/14/2014			YES
All States Asphalt, Inc.	5/12/2014	5/12/2014		YES
Allstate Insurance Company	3/25/1991			NO
AMEC Foster Wheeler Environment & Infrastructure	11/17/2010			YES
American Aerial Services, Inc.	9/24/2018	9/24/2018	9/24/2018	YES
American Forest Management	7/2/2008			NO
American Industrial Construction	4/15/2011	6/16/2011	6/16/2011	YES
American Red Cross Blood Services, N.E. Region	8/22/2005			YES
American Rheinmetall Systems, LLC	7/13/2017			YES
American Steel and Aluminum, LLC	9/7/2018			YES
AmeriCold Logistics	1/18/2008			YES
Androscoggin Home Care & Hospice	3/30/2007	2/20/2009		YES
Anything Goes for Us, Inc.	10/12/2018			YES
Apothecary by Design Acquisition Co., LLC	4/25/2013	10/7/2013		NO
Aroostook Area Agency on Aging, Inc.	8/25/2016			YES
ASAP Enterprises, Inc.	3/28/2016			YES
Ashfield Healthcare, LLC	5/25/2016			YES
ASRC Federal Holding Company	6/23/2011			YES
Asset Companies	5/25/2018			NO

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Associated Grocers of New England, Inc.	5/3/2011			YES
Auburn, City of	6/9/1994			YES
Automation Integrators	8/15/2016		8/15/2016	NO
Automotive Supply Associates, Inc. / Sanel NAPA	12/6/2007	12/6/2007		YES
Auxilio Solutions, Inc./CTEK Solutions, Inc.	5/1/2017			NO
AVX Tantalum	9/27/2000			NO
AWS, Inc.	2/24/1999			YES
B & M Baked Beans	9/4/2002			YES
Backyard Farms, LLC	11/8/2017			YES
BAE Systems, Inc.	6/4/2014	6/4/2014		YES
Baileyville, Town of	2/24/1999	7/22/2002	7/22/2002	YES
Balance Professional, Inc.	5/10/2011			YES
Bancroft Contracting Corporation	2/1/1994			YES
Bandura, LLC	7/23/2018			NO
Bangor International Airport	10/26/2005	10/26/2005	10/26/2005	YES
Barclays	4/30/2008			YES
Bath Iron Works	1/28/2015	9/4/2002	9/4/2002	YES
Bath Water District	1/29/2003			YES
Bausch Health Companies	11/8/2017			YES
Beacon Roofing Supply	2/7/2007			YES
Best Buy, Inc.	12/16/1998			NO
Big Brothers Big Sisters of Mid-Maine	6/28/2010			YES
BJ's Wholesale Club, Inc.	6/9/1994			YES
Blake Group, The	12/21/1998	12/21/1998		NO
Blue Hill / Surry Transfer Station		3/30/2016		YES
Bob's Discount Furniture, LLC	3/11/2004			YES
Boise Cascade Company	6/3/2009	10/5/2009	1/27/2017	YES
Bonney Staffing Center, LLC	1/7/2019			YES
Brewer Housing Authority	9/11/2008			YES
Brewer Veterinary Clinic, PA	8/8/2014			YES
Brewer, City of	12/12/2000			YES
Bridgton, Town of	3/21/2016			YES
Brock & Scott, PLLC	9/6/2018			YES
Brock Services, LLC	12/3/2007			YES
Brookdale Senior Living/Atria Management Co., LLC	4/23/2015			YES
Brookfield Renewable	1/22/2016			YES
Brown Appliance and Mattress, Inc.			2/2/2017	YES
BSC Cleaning Services	6/24/2015	10/21/2015		YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Cabela's, Inc.	1/15/2008			NO
Calais Regional Hospital	9/1/2016			YES
Calais, City of	6/3/2003			YES
Calpine Corporation	10/18/1999			YES
Canine Company	3/10/2016			NO
Canuvo, Inc.	3/4/2016	3/14/2016		YES
Canyon Special Projects, LLC dba ETTI, II	5/21/2010			YES
Capital Area Staffing Solutions, Inc.	9/7/2006			YES
CareerStaff Unlimited	10/11/2018			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			NO
Casco Bay Steel Structures, Inc.		5/21/2015		YES
CDI - Center for Diagnostic Imaging	1/12/2016			YES
Centra Healthcare Solutions	7/19/2018			YES
Central Maine Conditioning Clinic, Inc.	3/1/2011	6/15/2011		YES
Central Maine FCU	3/26/2009			YES
Central Maine Healthcare Corporation	4/6/2018	2/11/2019	2/11/2019	YES
CES, Inc.			4/11/2017	YES
Chadwick BaRoss, Inc.	7/21/1993			YES
Charter Communications, LLC	1/20/2004			YES
CHEP Recycled Pallet Solutions / CHEP USA	2/3/2012	12/17/2012		YES
CHG Medical Staffing, Inc.	11/30/2012			YES
Cianbro Corporation	2/27/1990	2/27/1990	2/27/1990	YES
Citra Health Solutions	9/12/2017			NO
Cives Steel Company	11/30/2018	11/30/2018		YES
CN Brown Company	6/6/2001			YES
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993		YES
Columbia Forest Products, Inc.	8/15/2018			YES
Comcast Cable Communications Management, LLC	5/8/2018			YES
Commercial Delivery Systems, LLC	5/13/2005	6/24/2005	6/24/2005	YES
Community Pharmacies LP	2/28/2011			YES
Complete Labor and Staffing, LLC	1/9/2017			NO
Compunnel Software Group, Inc.	11/8/2018			NO
Conduent Incorporated	3/3/2017			YES
Conform Gissing International, LLC	2/2/2018			YES
Consigli Construction Company, Inc.	8/31/2017			YES
Contech Engineered Solutions, LLC	6/17/2006			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Contemporary Staffing Solutions, Inc.	8/12/2009			YES
Core-Mark New England	1/27/2017			YES
Corestaff Services	9/30/2016			NO
Corizon Health, Inc.	11/3/2015			NO
Corning, Inc.	9/19/2001			NO
Correct Care Solutions, LLC	6/4/2012	8/9/2012	8/9/2012	YES
Coutts Bros, Inc.	9/27/2013			NO
CoWorx Staffing Services, LLC	3/14/2007			YES
CPM Constructors	5/9/2007			YES
Craft Beer Guild Distributing of Maine, LLC	1/14/2016	1/19/2016	10/15/2013	YES
Creative Pultrusions, Inc.	11/13/2018			YES
CRI-SIL, Silicone Technologies, LLC	10/24/2000			NO
Crooker Construction, LLC	4/20/2017			YES
Crystal Clear Communications	4/16/2009			NO
Cummins Northeast, Inc./Cummins Sales and Service	10/13/2010			YES
CVS Health	11/30/2016			YES
D & G Machine Products, Inc.	7/31/1991			YES
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./GMRI, Inc.	1/16/2013			YES
Dave's Appliance, Inc.	12/28/2015		12/28/2015	YES
Davey Tree Expert Company, The	10/24/2008	10/24/2008	10/24/2008	YES
Davis Brothers Inc.	8/7/2013	8/7/2013	8/7/2013	YES
Dawnland, LLC	3/31/2017	5/8/2017	5/8/2017	YES
Dealer Tire, LLC	8/9/2013	8/9/2013	8/9/2013	YES
Dean Foods	5/20/1998			YES
Dennis Beverage Company	1/24/2019			YES
Desigtex	10/12/2011			YES
DEX One Service, Inc.	5/25/2008			NO
Dingley Press, LLC, The	2/7/2018			YES
DISH Network, LLC	3/10/2015			YES
Diver Down Underwater Services	12/4/2001			NO
DL Thurrott, Inc.	1/28/2002			YES
DMM	6/25/2014	8/12/2014	8/12/2014	YES
Dollar General Corporation	2/16/2018			YES
Domestiks Cleaning Service, Inc.	6/2/2016			NO
Douglas Dynamics, LLC	2/23/2012	3/5/2012		YES
Down East Toyota	2/9/2000			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Dr. Eunice Nelson Baumann Home	10/26/2018			NO
Dragon Products Co., LLC	6/7/2007	5/19/2011	3/7/2017	YES
DT Developers, Inc.	8/28/2017			YES
Ducktrap River of Maine, LLC	8/15/2018			YES
DuPont Nutrition USA, Inc.	3/22/1990	5/18/1993	5/18/1993	YES
Duratherm Window Corporation	10/8/2003			YES
Duvaltex US / True Textiles, Inc.	1/17/2019			YES
Dynamic Air Corporation		11/14/2017		YES
Dysart's Service	9/14/2017			YES
East Coast Communications	12/1/2014			YES
East Point Eldercare Services	3/26/2013	3/14/2014	3/14/2014	NO
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003			YES
Eastern Maine Healthcare Systems / Northern Light Health	1/15/1991			YES
Eaton Corporation	9/2/1999			YES
EC&R Services, LLC	6/27/2016			YES
EcoClean, LLC	6/9/2017			YES
Education Management, LLC	8/13/2013			NO
Edward Jones	3/23/2012	7/2/2012		YES
Eimskip-PTI, Inc.	8/2/2018			YES
Elahi Enterprises dba Akorbi	2/22/2017			NO
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	2/16/2018			YES
Emery Waterhouse Company, The	4/8/1998			YES
Encompass Health	10/20/1997			YES
Energy & Resource Solutions, Inc.	9/17/2012	9/17/2012		YES
Enterprise Engineering, Inc.	2/21/2019	10/16/2002	10/16/2002	YES
Enterprise Logic, Inc.	10/12/2017			YES
Enviro Mats, Inc.	3/22/2011			YES
Ernest R Palmer Lumber Company, Inc.	7/25/2014		3/10/2015	YES
ES Boulous Company	6/2/1998			YES
ESOCO Orrington, LLC	6/3/1992			YES
Essex Power Services, Inc.	5/22/2018			YES
Eurovia Atlantic Coast, LLC	11/14/2018	11/14/2018	12/7/2018	YES
Everett J. Prescott, Inc.	2/25/2000			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
EVO Payments International, LLC	4/4/2018			NO
Evonik Cyro, LLC	7/24/1990	4/20/2018	4/20/2018	YES
EWIE Co., Inc.	6/19/2014	6/19/2014		YES
Exela Enterprise Solutions, Inc.	8/10/2015			YES
Expert Staffing of Maine, LLC	10/23/2018			NO
FDH Velocitel	9/12/2016	9/23/2016		NO
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.	6/27/1990			YES
Fiberlight, LLC	9/21/2018			YES
First Protection Services, Inc.	2/18/2004	5/13/2008	9/16/2009	YES
FirstLight - TVC Albany	12/3/2003	9/27/2006	9/27/2006	YES
Flemish Master Weavers, Inc.	11/21/1990			YES
Forest Avenue Veterinary Hospital	9/15/2009			YES
Formtek, Inc.	1/31/2019			YES
Fortin's Hardware & TV, Inc.		7/10/2017	7/10/2017	YES
Fresenius Medical Care	4/22/2011	11/5/2013		YES
Frisbie Memorial Hospital	1/22/2018	4/4/2018		YES
Fuller Marine Services, Inc.	5/7/2009	5/7/2009	5/7/2009	NO
Future Agency, LLC	7/2/1996			YES
G & G Products, LLC	10/25/2016			NO
GAC Chemical Corporation	8/19/2005			YES
Ganneston Construction Corporation	1/14/2009			YES
Gardner Enterprises, Inc.	7/23/2009			YES
Garmin International, Inc.	3/15/2016			YES
GC Renovations, Inc.	6/14/2017	6/26/2017		YES
GE Power & Renewable Energy	2/6/2019	2/6/2019		YES
General Dynamics OTS	8/17/2018	8/17/2018		YES
General Electric (Auburn)	10/18/1990	5/29/2014		YES
General Electric (Bangor)/GE Power	2/6/2019	2/6/2019	2/6/2019	YES
Genplex, Inc.	9/15/2009			NO
Genuine Parts Company	10/4/2018	10/15/2018	10/15/2018	YES
Get Air Trampoline Park	9/25/2014	9/25/2014		NO
GH Berlin-Windward	1/16/2008			YES
Global Energy Services, Inc.	1/28/2011			YES
Global Environmental Solutions, Inc.	1/28/2011			YES
Goodman Field Services	9/15/2005			NO
Gorham Sand & Gravel, Inc.	6/21/2010			YES
Gray Water District	3/29/2018			YES
Great Falls Builders, Inc.	11/17/2006			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Great Lakes Caring		8/1/2013		YES
Green Valley Association	10/24/2013			YES
Griffin Greenhouse Supplies, Inc.	1/29/2016	6/13/2012		YES
Grow Tech, Inc.	6/13/2017			NO
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
H R Beal & Son, Inc.	3/14/2014			YES
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			NO
Hampden Public Safety	1/27/1999			YES
Hancock Lumber Company	4/29/1991			YES
Hanger, Inc.	3/3/2010			YES
Harbor Management Corporation	7/31/2018			YES
Harris Corporation	3/16/2017			NO
Hayes Pump	1/22/2015			NO
Helical Solutions, LLC	4/27/2017			YES
Hertz Corporation, The	6/11/2002			NO
Hollywood Casino Hotel & Raceway	6/29/2005			NO
Holy Donut, Inc. (The)	5/15/2018			YES
Home Depot	5/5/2012	6/5/2012		NO
HomeExperts of Maine, Inc.	3/30/2015			NO
Horizon Solutions, LLC	12/15/2010			YES
Hospice of Southern Maine	12/3/2018			YES
Houlton Police Department	10/19/2007			NO
HP Hood, LLC	5/15/2003			NO
Huber Engineered Woods, LLC	4/29/1991	4/29/1991	11/1/2016	YES
Huhtamaki, Inc.	7/24/1990	7/30/1999		YES
Hunting Dearborn, Inc.	3/27/2017	3/27/2017	3/27/2017	YES
Hussey Seating Company	2/9/2018			YES
Huttig Building Products	1/14/2009	1/14/2009	1/14/2009	YES
HW Temps, Inc.	3/21/2012			YES
Hynes Group, The	1/29/2015	1/29/2015		YES
ICON Connections, Inc.	3/26/2009			YES
Ikon Office Solutions, Inc.	2/24/1999			NO
Imerys Carbonates USA, Inc.	7/14/2000			YES
Infab Refractories, Inc.	7/22/1993			NO
Innovative Distribution Services	12/12/2017	1/25/2018		YES
Installed Building Products	11/2/2018	2/1/2016		YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Irving Forest Products, Inc. (Ashland Sawmill)	7/23/2002	7/23/2002		YES
Irving Forest Products, Inc. (Dixfield Sawmill)	12/12/2017	12/12/2017		YES
Irving Woodlands, LLC	4/12/2011			YES
IVC Technologies	12/18/2012			NO
J&L Cable TV Services, Inc.	6/26/2018			YES
J.T. Hayman Electric	8/21/2015			NO
Jagger Brothers, Inc.	5/14/2001			YES
Jarden Plastic Solutions	2/26/2018	3/7/2018		NO
Jean's Waterproofing, Inc.	7/8/2004			YES
JF2, LLC	12/8/2005	12/8/2005	12/8/2005	YES
JMS Wind Energy, Inc.	3/10/2016			NO
John Lucas Tree Expert Co., Inc.	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	1/18/2005	1/18/2005		YES
Katahdin Valley Health Center	2/1/2013			YES
Kelly Global Business Services, LLC	1/30/2003			YES
Kelsey's Appliance & Sleep Center, Inc.	2/7/2019		7/12/2011	YES
KidsPeace National Centers of New England	5/5/2000			YES
Kleinschmidt Associates		8/22/2017	8/22/2017	YES
Knox County Homeless Coalition	1/28/2015			YES
Kohl's Department Stores	7/23/2018			YES
Kris-Way Truck Leasing, Inc.	2/11/2009			YES
KS2 Technologies, Inc.	2/8/2017			YES
L & B Electrical Contractors, Inc.	2/25/2003			YES
L M S Intellibound, Inc.	2/8/2004			NO
Lakeside Concrete Cutting, Inc.	1/9/2018	9/30/2015	1/9/2018	YES
Lasting Impressions Family Dentistry	10/28/2014			YES
Layne Christensen Company	5/30/2012	11/16/2012		NO
Lewiston, City of	4/8/2008			YES
Liberty Bay Recovery Center	10/20/2016	10/20/2016	10/20/2016	YES
Liberty IT Solutions, LLC	4/13/2017			NO
Lighthouse Elder Care, Inc.	2/26/2013		2/22/2017	YES
Lincare, Inc.	2/9/2000			NO

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Lincolnton Telephone Co.	12/6/2017			YES
Lohmann Animal Health International	3/19/2018	6/7/2018		YES
Lonza Rockland	12/23/2005			YES
Louisiana Pacific Corporation	8/13/2018	8/13/2018	8/13/2018	YES
Lowe's Home Centers, LLC	11/3/2004			YES
Maibec Lumber, Inc.	8/10/2007	8/10/2007		NO
Maine Business Services	4/30/2002			YES
Maine Distributors	4/30/2014			YES
Maine Drilling and Blasting, Inc.	9/9/1999			YES
Maine Metal Buildings, Inc.	3/30/2018	7/2/2018	7/2/2018	YES
Maine Organic Therapy	5/31/2011	5/31/2011	5/31/2011	YES
Maine Real Estate Management, LLC	2/10/2016			YES
Maine Staffing Group	12/23/2005			YES
Maine Veterans' Homes	6/13/2018			YES
Maine Woods Company, LLC	4/21/1999			YES
MaineHealth	10/23/2017			YES
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005	YES
Marquis Heating, Inc.	8/8/2007			YES
Matheson Tri-Gas, Inc.	12/20/2007			NO
Mathews Brothers Company	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
Merrimack Mortgage Company, LLC	3/21/2016			YES
Messer Truck Equipment	4/23/2012			YES
Met Life	6/3/2009			YES
Metz Culinary Management	1/22/2013			NO
Mexico Water District	10/29/2003	10/29/2003	11/17/2014	YES
Mid Coast-Parkview Health	2/7/2019			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	YES
Modern Pest Services, Inc.	11/17/2006			YES
Mount Hope Cemetery Corporation	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 Corporation	6/7/2013	8/21/2017		YES
ND Paper Company - Rumford Mill	1/25/2019	1/25/2019	1/25/2019	YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Nestle Waters NA, Inc.	6/8/1999			YES
NeuroRestorative ME	3/27/2017			NO
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 Window & Door, LLC	1/29/2015	1/29/2015		NO
New York Life Insurance Company	3/28/2002			NO
Newport, Town of	11/8/2006			YES
NextEra Energy	6/23/2000			NO
NextGen Information Services	11/7/2018			NO
Nichols Construction, Inc.	10/20/2017			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			NO
Northeast Cable Construction, Inc.			12/18/2014	NO
Northern Pride Communications, Inc.	6/13/2011	6/13/2011		YES
Nortrax, Inc.	9/11/2002			YES
Norway Water District	8/14/2018			YES
Norway-Paris Solid Waste, Inc.	7/7/2004			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 Corporation	7/9/1999			YES
Ohio Mutual Insurance Group	7/24/2013	8/2/2013		YES
Oldcastle Lawn & Garden	2/9/2012			YES
ON Semiconductor	2/5/2018			NO
OnProcess Technology, Inc.	2/27/2015	2/27/2015		YES
OTT Communications/Otelco	12/31/2003			YES
Oxford Casino, Inc.		3/18/2014		NO
PAGEmployment, Inc.	6/4/2004			NO
Paradigm Operating Company, LLC	4/16/2009			YES
Parker Hannifin Corporation - Kittery	6/24/1997			YES
Partners Managing General Underwriters		9/25/2018		YES
Patriot Insurance Company	2/1/2008			YES
Patterson Companies, Inc.	2/1/2016			YES
Paychex, Inc.	6/15/2007	7/23/2008		YES
PC Construction Company	5/26/1998			YES
Penobscot County Sheriff's Office	8/11/1998			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Penobscot Job Corps Center	11/8/2006			YES
Penobscot Regional Communications Center	1/27/1999			NO
Pepsi Beverages Company	12/29/1992	10/10/2007		YES
Performance Food Group, Inc.	9/19/1990			NO
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 Tree Society, Inc.	1/9/2017		1/9/2017	YES
Pineland Farms Potato Company, Inc.	11/18/2005			YES
PineState Trading Company	2/28/2017			YES
Pioneer Plastics, Inc.	9/19/1990			YES
Pioneer Wireless, Inc.			6/21/2012	YES
Piscataqua Landscaping & Tree Service, Co., Inc.	7/19/2018	2/20/2014	2/20/2014	YES
PM Construction Co., Inc.	2/24/2012			NO
Polycor New England	2/15/2017	2/27/2017		YES
Portage Wood Products, LLC	9/29/2006			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
Precision Collision & Repair, LLC		10/16/2017	10/16/2017	NO
Preemp, Inc.	11/15/2018	11/15/2018		YES
Preservation Management, Inc. (PMI)	3/16/2017			YES
Press Hotel, The	3/10/2015	3/10/2015		NO
Price Fibers, Inc.	10/8/1997	12/12/2007	12/12/2007	YES
Pro Search, Inc.	10/24/2007			NO
Procter and Gamble Tambrands, Inc.	1/24/2019			YES
Professional Disability Associates, LLC	2/27/2017		2/27/2017	NO
Professional Teleconcepts, LLC	2/4/2014			YES
Prudential Financial	1/22/2018			YES
Quantum Clean	3/21/2012			YES
Quest Service Group, LLC	12/10/2018		1/14/2019	YES
R. Pepin and Sons, Inc. / Pepin Precast	2/24/2016	3/16/2016		YES
RAD Corporation	5/7/2015			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 Biomass Operations, LLC	5/14/2008	5/14/2008	5/15/2013	YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Remedy Compassion Center, Inc.	1/3/2011	1/3/2011		YES
Residence Inn by Marriott	5/11/2009			YES
Residuals Management International	5/28/2008			NO
Riggs Contracting, Inc.	8/31/2017			YES
Riverside Electric, Inc.	7/21/2017			NO
Rock Coast Personnel	9/18/2014			YES
Rockland Marine Corporation	1/24/2007			YES
RTS Packaging, LLC	7/14/2011	10/5/2011		YES
RxAnte, Inc.	12/6/2018		12/6/2018	YES
Safe Alternatives	5/13/2011	5/13/2011		YES
Safe Approach, Inc.	12/15/2015		12/28/2015	YES
SAGE Dining Services, Inc.	9/11/2011			YES
Salmon Falls Nursery, Inc.	2/26/2013	3/26/2013		NO
Salt Associates, LLC	5/19/2014			YES
Sappi North America (Somerset)	1/22/2015	12/30/1993		YES
Sappi North America (Westbrook)	4/29/1991	10/26/2017		YES
Sargent Corporation	4/25/2018			YES
Saunders Midwest, LLC	1/10/2017			YES
Sazerac Company	4/26/2018			YES
SBA Network Services, LLC	2/4/2004	9/4/2004	9/4/2004	NO
SBM Site Services, LLC	6/16/2009			YES
Scarborough, Town of	9/19/2017			YES
Schnitzer Steel Industries, Inc.	4/5/2007			YES
Scholastic Book Fairs, Inc.	5/2/2001	5/2/2001	5/2/2001	YES
Scientific Games	10/15/2013			NO
ScribeAmerica, LLC	4/25/2013			YES
Seaboard Security, Inc.	9/15/2004	2/19/2008	2/19/2008	NO
Securitas Security Services USA, Inc.	9/15/2004			YES
Select Rehabilitation, LLC	1/6/2015			YES
Senior Operations, LLC	12/4/2008	12/4/2008	12/4/2008	NO
Sevan Multi-Site Solutions, LLC	7/5/2017			NO
Shaw Brothers Construction, Inc.	4/12/2017			NO
Shaw's Supermarkets, Inc., Wells Distribution Center	6/10/2000	10/9/2008		YES
Shaw's Supermarkets/Stores Only	11/18/2005			YES
Sid Harvey Industries, Inc.	3/24/2017	4/23/2018	4/23/2018	YES
Silver's Auto Parts, Inc.	6/9/2011			YES
Simard & Sons, Inc.	3/1/2017			YES
Skowhegan, Town of	8/28/1998			YES
Smith & Wesson Corporation	3/27/2003			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Smith Mountain Investments, LLC	4/19/2018	8/10/2018	8/10/2018	YES
Sodexo @ CMMC	3/3/2008			YES
Software Folks	6/16/2015			NO
Somerset County	3/23/2016			YES
Somic America, Inc.	9/17/1999			YES
Sonoco Products Company	7/31/1991	6/4/2013		YES
South Portland, City of	11/7/2006			YES
Southworth - Milton, Inc.	8/2/2005			YES
Specialty Minerals, Inc.	3/26/2018	3/26/2018		YES
Spectra - Global Spectrum, LP	3/5/2015			NO
Spectraforce Technologies, Inc.	2/19/2016			YES
Spectrum Generations			2/16/2018	YES
Spectrum Staffing Solutions, LLC		1/24/2014	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
SPX Radiodetection	9/5/2003			NO
St. Mary's Health System	7/19/1995			YES
Staff Management Solutions, LLC	1/20/2004			NO
Standard Insurance Company	3/25/2003			YES
Standard Waterproofing, Inc.	10/22/2008	5/17/2011	2/2/2018	YES
Stanley Black & Decker	3/29/2018			YES
Star West Generation Management Company	4/25/2016			NO
Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001	NO
Steam Turbine Services, Inc.	2/18/2010	12/18/2014		YES
Steel Pro, Inc.	2/8/2016			YES
Steele CIS, Inc.	2/17/2016			YES
Step Connection, Inc., The	9/25/2017			YES
Strom Engineering of Florida, Inc.	4/8/2015			YES
Sullivan & Merritt Constructors, Inc.	5/18/1993			YES
Talaria Company, LLC, The	9/4/2002			YES
Target Corporation	7/9/2001			YES
Tate & Lyle	5/2/2008			YES
TD Bank Group	6/5/2009			YES
Ted Berry Company, Inc.	4/17/2013			YES
TEMPO Employment Services	12/17/2018			YES
Texas Instruments, Inc.	12/22/1999			YES
Thermo Fisher Scientific	3/26/2015			YES
Tilson Technology Management	11/4/2013	11/19/2013		YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
Topp Knotch Personnel, Inc.	5/27/2015			NO
Townsend Tree Service	5/7/2012			NO
TPD Construction Co.		2/28/2012		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
TrueBlue, Inc.	3/26/2013			YES
Turbine Generator Maintenance, Inc.	11/3/2010			NO
Tweet-Garot Mechanical, Inc.	1/12/2018			YES
Twin Rivers Paper Company, LLC	4/15/1994	3/28/2014	9/23/1998	YES
Two Men and a Truck	1/20/2017	2/27/2017	2/27/2017	YES
Unified Parking Partners Maine and NH, LLC	12/2/2013	12/29/2015		YES
UniFirst Corporation	5/20/1993			YES
Union Farm Equipment, Inc.	4/30/2014			YES
UnitedHealth Group	6/1/2016			YES
Universal Services of America, LP	2/28/2018			NO
US Cellular	10/25/2018			YES
US Intermodal, Inc.	4/20/2016			YES
Veritiv Corporation	7/21/1993			YES
Vermont Mutual Insurance Group	5/25/2011			YES
Verso Paper Holding, LLC	11/5/1990	6/9/1994		NO
Ver-Tran, Inc.			2/27/2013	YES
Vestas-American Wind Technology	7/9/2010			NO
Vets Securing America	7/26/2018			NO
Vic Firth Company	12/6/2017			NO
Viking, Inc.	3/27/2017			YES
VIP, Inc.	10/4/2011			YES
Volk Packaging Corporation	6/27/2018			YES
Volt Workforce Solutions	2/17/2012			YES
Von Mehl Company, Inc.	7/15/2014	7/15/2014	7/15/2014	NO
W.W. Grainger, Inc.	5/30/2000			YES
Waldron Group, LLC, The	2/7/2007			YES
Walgreen Co.	4/22/2010			NO
Walmart, Inc.	9/14/2018			YES
Walpole Outdoors	2/12/2001			NO
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
Westmor Industries, LLC	9/27/2000			YES

Employers with active policies in 2018	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2018 Survey Response Received
WEX, Inc. (WEX Health, Inc.)	10/3/2018	10/15/2018	10/15/2018	NO
Weyerhaeuser NR Company	12/20/2017			YES
WGME, Inc.	1/29/2008			YES
Woodard & Curran, Inc.	9/8/2010			YES
Woodland Pulp, LLC & St. Croix Tissue	9/6/2018	9/6/2018	9/6/2018	YES
Wright-Ryan Construction, Inc.	2/24/2005			YES
Wyman and Simpson, Inc.	5/18/1993			YES
Xerox Corporation	11/10/2016			YES
York Hospital	10/18/2016			YES
Zampell Refractories	12/30/1993	12/30/1993	12/30/1993	YES

NOTE: Out of the 552 policies in 2018 that were approved and active, only 432 employers responded to the mandatory survey in the time allotted, leaving 120 employers that did not respond. Of the 432 that responded, 110 were employers that did not conduct any testing in 2018.



*The Maine Department of Labor provides equal opportunity in employment and programs.
Auxiliary aids and services are available to individuals with disabilities upon request*