



International Employee Screening Standardization for the Industrial Sector

Contractor Consortium Overview

Substance abuse carries unique concerns for industrial owners.

- Compromises safety and security for:
 - Employees
 - Environment
 - Owner Property
- Contractor workforce compliance is essential, but difficult to manage
 - Enforcing owner policy requirements
 - Tracking contractor company compliance
 - Eliminating employee job-hopping
 - Protecting employee rights



Effective contractor compliance is completely obtainable through a contractors consortium.

What is a consortium?

A grouping of businesses or organizations joined for a common purpose that is beyond its members' individual capabilities to attain.

What is a contractors consortium?

- Standardized substance abuse program
- Manages the entire chain of custody process
 - Collection sites
 - Certified laboratories
 - Medical Review Officer
 - Random program
- Reports employee statuses to owner
 - Statuses: Active or Inactive
 - Actual results reported to contractor company
- Program information delivered in real-time, online environment
- Reciprocal program delivers a mobile, work-ready workforce
- Has been in existence for over 20 years



Status reporting reduces owner liability and protects employees' rights.

- Compliance statuses for contractor employees are reported to owners as **Active** or **Inactive**
- All contractor and subcontractor employees, including temporary and part-time, are subject to program

Status Reporting

- **Active** = Employee **is** in Compliance with Policy
- **Inactive** = Employee **is Not** In Compliance with Policy



Employee Dashboard

An Example of An Effective Consortium Program Reporting Platform

Employee Name

Social Security Number: XXX-XX-XXXX

Employee Number: XXXXXXXXX

Date of Birth: 05/08/1977

Client: 1266 – DISA Consortium Account

Location: 20117 – Location One

Phone: 555-555-5555

Drug and Alcohol Testing

2 test(s) found on file. [\(View\)](#)

Policy	Status	Randoms
DCCHA Consortium Policy		Selections: 0 Tests: 0
DISA Consortium Account		Program

**Consolidated
Services, Tracking &
Reporting**

Background Screening

0 order(s) found on file.

Background Consent: On File

Owner	Background	Driving
ConocoPhillips – Ponca City		
CRI - Criterion		
Criterion Catalysts & Technologies		
Dow – Pittsburg, CA		
Exxon - General		
Exxon – Safety Sensitive		
Lyondell - NABSC		
Merck & Co., Inc.		
NCRA		
Rhodia		
Rohm and Haas - NABSC		
Sable - NABSC		
Shell Martinez Catalyst Plant		
Shell Oil Products – Martinez, CA		
Tesoro Northwest Company- Anacortes, WA		
Tesoro-Golden Eagle Refinery- Martinez, CA		
Wynnewood Refinery Company		

[Background Score Details](#)

Occupational Medical

1 order(s) found on file. [\(View\)](#)

Occ Med Product Name	Status	Date
DOT Physical	Qualified	11/5/2008
Employer Defined Physical	N/A	11/5/2008
Respiratory Fit Testing	Qualified- Positive Pressure	11/5/2008
Pulmonary Function Testing	ANSI Class I	11/5/2008
Audiometric Testing	Completed	11/5/2008

Training

Course Name	Grade	Date
Online Supervisor Reasonable Cause Training per DOT Regs	P	1/17/2009
Confined Spaces for General Industry	P	3/19/2008
Electrical Safety	P	3/19/2008
Fall Protection	P	3/19/2008
Hazard Communication	P	3/19/2008

Employee Document

1 document(s) found on file. [\(View\)](#)

Description	Category	Date
Supervisor Training Certificate	Other	5/4/2010



Safety-Sensitive Industries

Consortium Programs Benefits & Affects

There are many benefits to a successful contractors consortium.

- Requirements can be standardized and enforced across owners and geographies
- Eliminates employees ability to move from job to job when not in compliance
- Provides comprehensive auditing capabilities
- Tracks and reports statues on the employer and employee level
- Can encompass multiple types of testing and programs
- Provides gate system monitoring
- Can be used in all industries and operations
 - Oil and Gas
 - Nuclear Power
 - Manufacturing
 - Pharmaceutical
 - Construction



Oil & Gas is an example of a safety-sensitive industry that utilizes consortium programs.

Exploration & Production

- Shared workforce of skilled labor between regions of operation
 - Across multiple owners
 - Across various geographies
- No redundant testing reduces costs
- Safety and security are high priorities
- Need tracking and reporting on company and employee level
- ***Remote worksites require special resources for Chain of Custody and reporting, e.g. offshore***

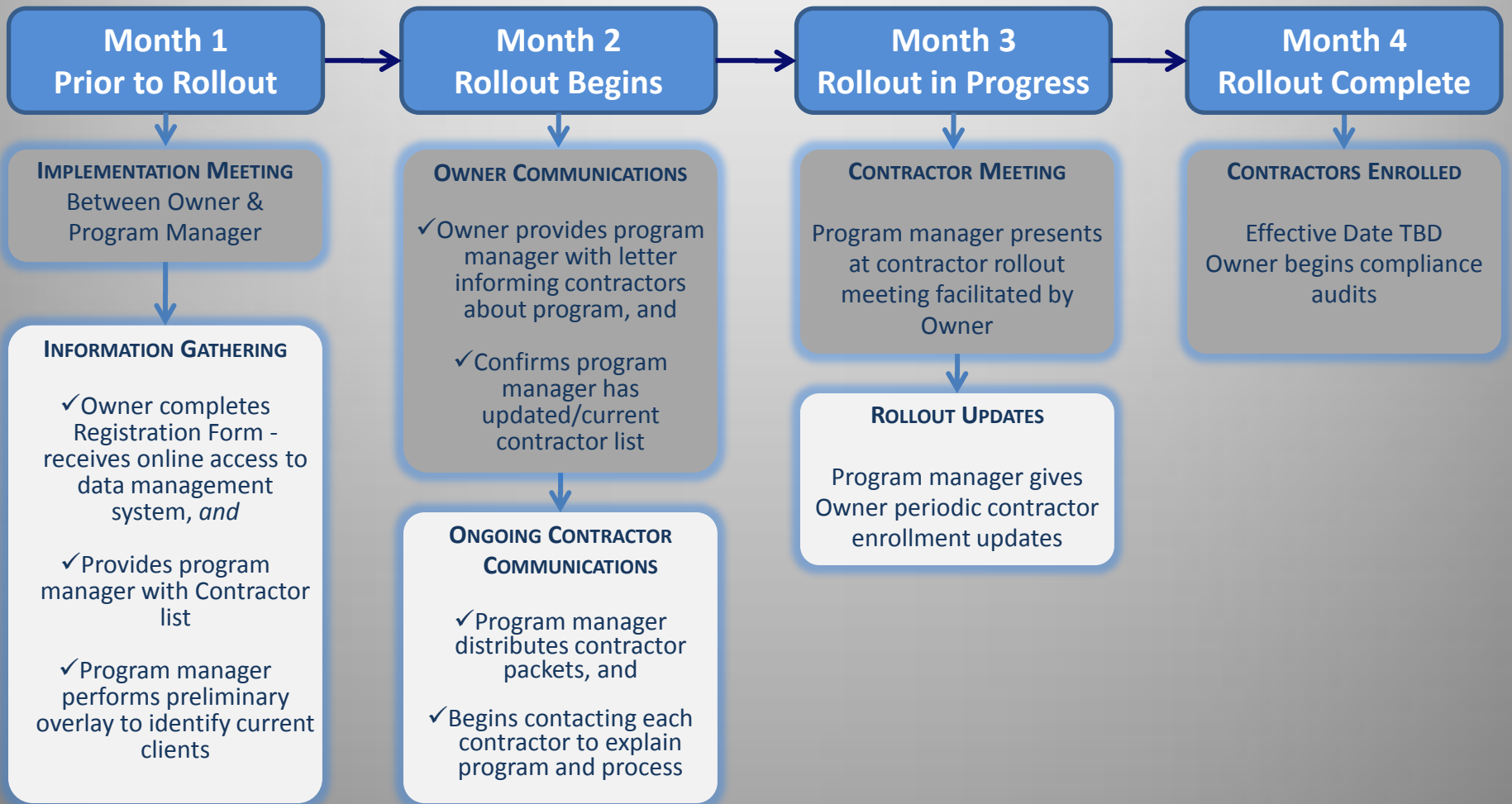




Getting Started

Program Implementation

A structured timeline ensures a seamless implementation for owners and contractors.



Once implemented, program compliance is reported on the company and employee level.

Owners

- Status checking begins
- Policy compliance is ensured
- Job-hopping by non-compliant workers is eliminated
- Workplace safety and security is elevated
- Statistical reports can be generated to help measure program effectiveness

Contractors

- Receive complete program services
 - Collection site management
 - Laboratory testing and reporting
 - Random program management
 - Medical review
 - Online results tracking
 - Compliance to multiple owner requirements ensured



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