

September 23, 2010

Subject: HHS/DOT Mandatory Guidelines – Changes in Panels and Pricing

Dear Valued Client;

On August 16, 2010, the Department of Transportation (DOT) finalized changes to the drug testing requirements. These changes go into effect on October 1, 2010. The most significant modification is a change from the standard 5-panel drug screen with specimen validity tests for creatinine, pH, and oxidants, to a 7-panel drug screen that must now include:

- A test for 6-acetylmorphine (6-AM), the heroin metabolite, on all urine specimens;
- A test for MDMA (Ecstasy) MDA and MDEA on all urine specimens; and
- Lowered cutoffs for cocaine metabolite and amphetamines.

Pricing Impact: As a direct result of these requirements the cost of testing, equipment and other critical components necessary to process and perform testing are increasing. With our ability at Employer's Investigative Services to leverage economies-of-scale purchasing with the national laboratories, we were able to substantially mitigate the impact of these increased costs on our customer. However, pricing for DOT drug test panels will increase by \$1.00 effective on October 1, 2010.

Delay in release of updated form: Further, the Department of Health and Human Services and DOT are revising the Federal Custody and Control Form (CCF) but have not finalized it as of this date. They have approved the use of the existing form until November 2011. Employer's Investigative Services will provide additional information to our clients as soon as it is available.

Non-federally mandated, 5 panel or "look-a-like" drug testing: This will not change, nor will your pricing. If you wish to make any changes to your current panels, please contact us at 866-350-5638.

Policy implications: Employers may need to consider providing notification to employees of these changes and updating policies and procedures to reflect the information listed above.

Employer's Investigative Services has worked with thousands of employers nationwide to provide for their drug and alcohol testing needs and we appreciate the opportunity to work with your organization. While this change in regulations now mandates a price increase, every effort has been made to pass along to you as little of this increase as possible.

Please contact your customer service representative at Employer's Investigative Services if you have any questions about this regulatory change to the DOT drug testing requirements.

Sincerely,

Employer's Investigative Services