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MAINE DEPARTMENT OF LABOR



Substance Abuse Testing Report, 2008

*An Annual Report
March 2009*

Prepared by: Linda J. Huff

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DEPARTMENT OF
LABOR
Labor Standards



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Substance Abuse Testing Report 2008

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March 2009

Augusta, Maine

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

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SECTION I

Background

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor in accordance with the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. §690. This report pertains only to employer testing activities under Maine law. **It is not a comprehensive study of workplace substance abuse testing because it does not include individuals who are tested under federal testing programs.**

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 rehabilitation and treatment; and to eliminate drug abuse in the workplace. Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989.

The administration of this 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.

Model Policies

Model policies 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 model applicant policy, model applicant with point of collection policy, and model employee testing policy are on the MDOL website:

http://www.maine.gov/labor/labor_stats/publications/substanceabuse/modelpolicy.htm

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

Licensed Testing Laboratories

The Department of Health and Human Services (DHHS) Health and Environmental Testing Laboratory is responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. There are 15 laboratories licensed by the State of Maine to do the substance abuse tests for Maine employers with approved testing policies. (See Appendix 3).

❖ **Department of Health and Human Services, Office of Substance Abuse**

- Reviews and approves employee assistance programs for employers who do probable cause or random and arbitrary testing.

Approval of Employee Assistance Programs (EAP)

Any employer with more than 20 full-time employees must have a functioning EAP prior to testing their employees as stated in Title 26 M.R.S.A. §683, 1. The EAP must be certified by DHHS and certification must be renewed every two years. Fifty-eight of the sixty-eight required EAPs were certified for 2008. Most companies with lapsed EAPs do not presently do employee testing. Some EAPs are certified for parent companies and cover multiple locations that may be listed separately. (See Appendix 2).

SECTION II

Substance Abuse Testing Policy Review and Approval

In 2008, the Maine Department of Labor (MDOL) received 78 individual substance abuse testing policy submissions for review. MDOL staff completed 75 reviews. There were 3 policies with reviews pending as of December 31, 2008 (See Table 1).

Any employer desiring to do substance abuse testing, other than federally regulated testing, 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. Title 26 M.R.S.A. §689 addresses the penalties that can be assessed if an employer conducts substance abuse testing without an approved testing policy.

Table 1

**Substance Abuse Testing Applications Reviewed
Maine, 2008**

| | |
|-------------------------------------|----|
| Total Policy Submissions for Review | 78 |
| Reviews completed | 75 |
| Reviews Pending | 3 |

SECTION III

Types of Testing

Drug testing policies may be approved for one or all of the following types of testing:

- ◆ job applicant testing
- ◆ employee testing
 - probable cause testing – where reasonable grounds exist to believe that an employee may be under the influence of a substance of abuse.

- random/arbitrary testing – a method of selecting people to be tested where all potential testees have an equal chance of selection by chance or where testing is based on criteria unrelated to substance abuse such as date of hire anniversary.

SECTION IV

Survey Results

Each employer with a policy approved by the Maine Department of Labor is required to report its testing activities annually. This information is collected as a mandatory annual survey. Information gathered in 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.

Job Applicant Testing

The reported number (22,477) of job applicant tests conducted in 2008 increased by 9.7% from 2007. In 2008, 4.7% of the job applicant tests conducted had positive results, compared to 5.0% in 2007. Cannabinoids (84.9% of positives), cocaine (6.3%), and amphetamines (3.8%) were the most frequently identified substances. Other identified substances included barbiturates (1.1%), phencyclidine (1.1%) and benzodiazepines (1.1%). Methadone and alcohol were each identified in less than 1% of the positive tests. (See Table 2). See Appendix 4 for some controlled substances and drug names.

Table 2

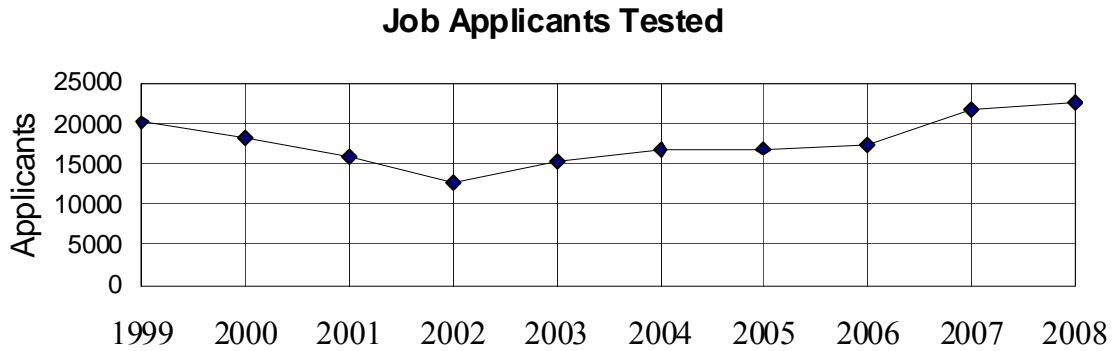
**Results of Job Applicant Tests
Under Approved Policies, Maine, 2008**

| | <u>Tests</u> | <u>As Percent of Applicant Tests</u> | <u>As Percent of Applicant Positive</u> |
|--|---------------|--|---|
| Total Job Applicant Tests | 22,477 | 100.0 | |
| Total Invalid Tests | 28 | 0.2 | |
| Total Tests with a positive result for 1 or more substances.* | 1,047 | 4.7 | 100.0 |
| Cannabinoids | 889 | 4.0 | 84.9 |
| Cocaine | 66 | 0.3 | 6.3 |
| Opiates | 40 | 0.2 | 3.8 |
| Am phetamines | 34 | 0.2 | 3.2 |
| Barbiturates | 12 | 0.1 | 1.1 |
| Phencyclidine | 12 | 0.1 | 1.1 |
| Benzodiazepines | 11 | 0.1 | 1.1 |
| Methadone | 6 | .- | .6 |
| Alcohol | 5 | .- | .5 |

*May be less than total of all substances if one or more applicants tested positive for multiple substances.
.- Indicates a value of less than 0.05 percent.

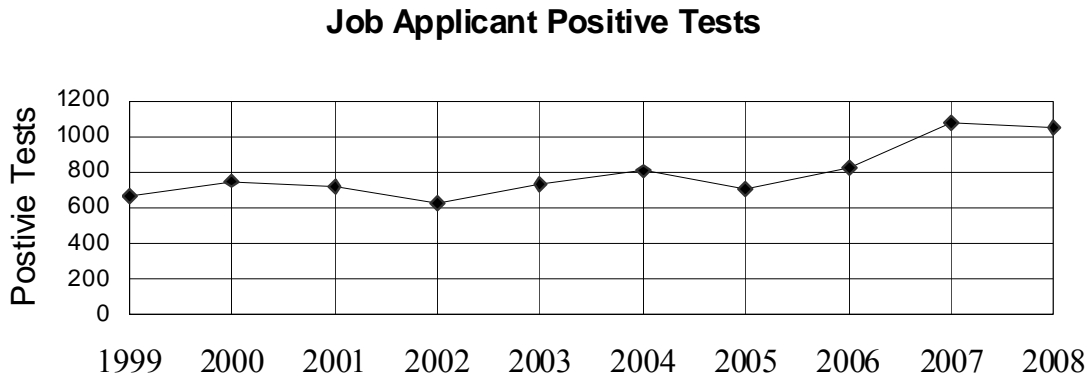
The following graph shows the number of job applicants tested for controlled substances for the years 1999 to 2008.

Figure 1



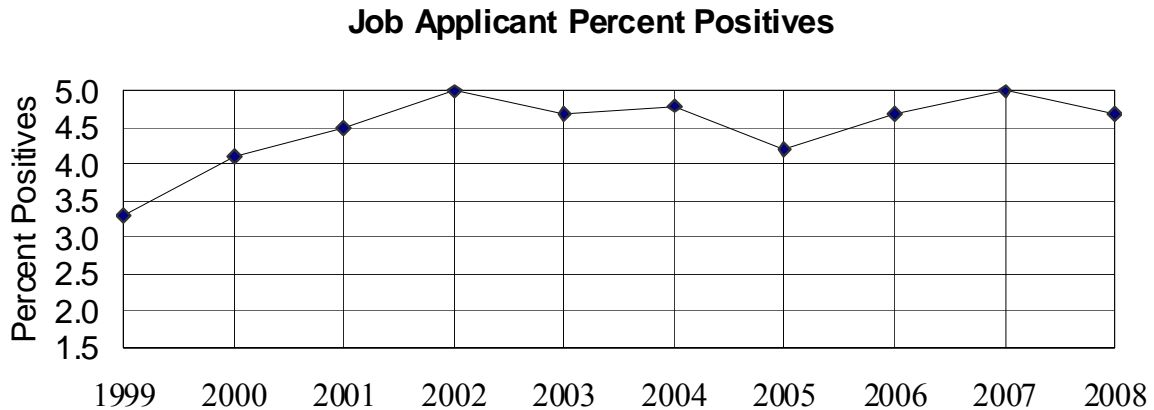
The graph below indicates the number of positive tests for job applicants from 1999 to 2008.

Figure 2



The following graph shows the percentage of positive tests for job applicants each year from 1999 to 2008.

Figure 3

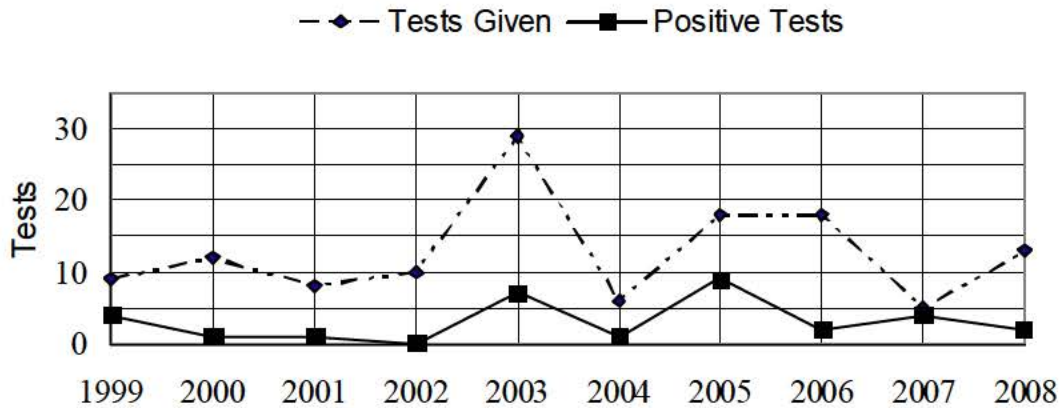


Employee Testing

A total of 960 employee tests were conducted in 2008 with 39 positive results. Thirteen of the tests were for probable cause. Of these, there were two confirmed positives (15.4%), one for cannabinoids, one for alcohol. The following graph illustrates the number of probable cause tests done and the number of positives for the years 1999 through 2008.

Figure 4

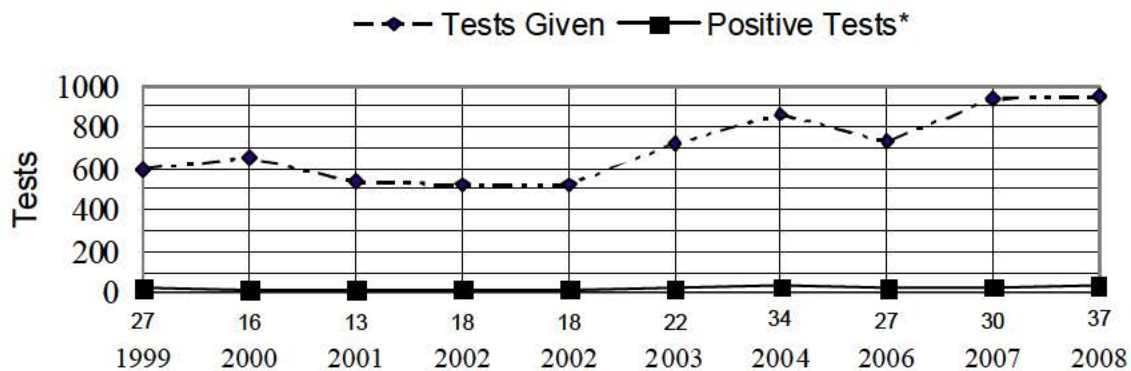
Employee Probable Cause Testing



Random or arbitrary testing accounted for 947 of the employee tests. Of these, 37 (3.9%) were confirmed positive, 26 (70.2% of positives) for cannabinoids, 7 (18.9%) for cocaine, 3 (8.1%) for opiates, 2 (5.4%) for benzodiazepines and 1 (2.7%) for alcohol. The following graph shows the trend for random and arbitrary tests for the years 1999 through 2008.

Figure 5

Employee Random or Arbitrary Testing



* Counts shown below graph.

SECTION V

Analysis of All Results (Applicants & Employees)

A total of 23,437 tests were reported in 2008. The service industry had the most substance abuse testing policies and conducted 7,384 tests, with 3.8% positive. The wholesale and retail trade industry conducted 9,297 tests, with 5.6% positive.. The manufacturing industry conducted 3,800 tests, with 3.3% positive. The construction industry conducted 2,386 tests, with 5.6% positive. Transportation and public utilities conducted 493 tests with 3.2% positive tests. (See Table 3).

Table 3

**Results of All Tests Under
Approved Policies, by Industry
Maine, 2008**

| <u>Industry</u> | <u>Number of Policies</u> | <u>Number of Tests</u> | <u>Number of Positives</u> | <u>Percent Positive</u> |
|--|-------------------------------|----------------------------|--------------------------------|-----------------------------|
| All Industries | 384 | 23,437 | 1,086 | 4.6 |
| Construction | 52 | 2386 | 134 | 5.6 |
| Heavy Construction | 11 | 1,517 | 53 | 3.5 |
| Other Construction | 41 | 869 | 81 | 9.3 |
| Manufacturing | 110 | 3,800 | 126 | 3.3 |
| Plastics/Rubber | 8 | 258 | 19 | 7.4 |
| Food Products | 9 | 483 | 25 | 5.2 |
| Electronic/Electrical Equipment | 8 | 298 | 10 | 3.4 |
| Wood Products | 20 | 240 | 4 | 1.7 |
| Paper Products | 18 | 1,110 | 22 | 2.0 |
| Other Manufacturing | 47 | 1,411 | 46 | 3.3 |
| Transportation and Public Utilities | 24 | 493 | 16 | 3.2 |
| Trade | 69 | 9,297 | 525 | 5.6 |
| Retail | 33 | 8,626 | 473 | 5.5 |
| Wholesale | 36 | 671 | 52 | 7.7 |
| Services | 123 | 7,384 | 280 | 3.8 |
| Healthcare and Social Assistance | 15 | 1,938 | 26 | 1.3 |
| Professional/Tech/Scient Svcs. | 10 | 114 | 4 | 3.5 |
| Other Services | 80 | 5,332 | 250 | 4.7 |
| Other | 6 | 77 | 5 | 6.5 |

A drug-testing panel consists of the list of substances for which the employer will test as specified in the employer's policy. Although there are variations in the drug testing panels used by different employers, nearly all employers test for cannabinoids, cocaine and amphetamines. Among those tested, cannabinoids remain the substance with the highest percentage of positive tests, followed by cocaine. The substance least tested for is alcohol. Only 56 of the 281 companies who reported testing in 2008 included alcohol in their drug-testing panel. Of all the tests conducted during 2008, 4.6% were positive

for one or more substances. The highest percentage of positives for an individual substance was 4.1%, for cannabinoids, which accounted for 84.2% of all positives. (See Table 4).

Table 4
Results of All Tests Under
Approved Policies, by Specific
Controlled Substance
Maine 2008
(ordered by percent positive)

| <u>Substance</u> | <u>Employers Testing During Year</u> | <u>Total Tests</u> | <u>Total Tests w/1 or more Positives</u> | <u>Percent Positive*</u> | <u>Percent of Positives</u> |
|-----------------------|--------------------------------------|--------------------|--|--------------------------|-----------------------------|
| All Substances | **281 | 23,437 | **1,086 | 4.6 | |
| Cannabinoids | 272 | 22,244 | 914 | 4.1 | 84.2 |
| Cocaine | 272 | 22,129 | 73 | 0.3 | 6.7 |
| Opiates | 271 | 22,177 | 43 | 0.2 | 4.0 |
| Amphetamines | 269 | 22,169 | 34 | 0.2 | 3.1 |
| Phencyclidine | 265 | 22,128 | 12 | 0.1 | 1.1 |
| Benzodiazepines | 128 | 9,004 | 13 | 0.1 | 1.2 |
| Barbiturates | 136 | 9,617 | 12 | 0.1 | 1.1 |
| Methadone | 116 | 8,544 | 6 | 0.1 | 0.6 |
| Alcohol | 56 | 4,582 | 7 | 0.1 | 0.6 |
| Methaqualone | 100 | 7,417 | 0 | 0.0 | 0.0 |

**Percent positives of all tests conducted.*

***May be less than total of all substances if one or more applicants tested positive for multiple substances.*

.-. Indicates a value of less than 0.05 percent.

The following table shows the trend of drug testing from 1999 through 2008. The number of employers with approved policies has increased from 200 in 1999 to 384 in 2008. The total number of tests given has been increasing since 2002. The percentage of positive tests has fluctuated, with the lowest (3.3%) in 1999 and the highest (4.9%) in 2002 and again in 2007. Positive results for job applicant testing were lowest (3.3%) in 1999 and highest (5.0%) in 2002 and 2007. The percentage of positive random tests was lowest (2.4%) in 2001 and highest (4.5%) in 1999.

**Table 5
Yearly Totals by Type of Test
Applicants/Employees
1999-2008**

| Year | w/ Employers | Total Tests | Total Positives | Percent Positive | Applicant | | Probable Cause | | Random Tests Po | Random Positives | Percent Positive |
|------|-----------------|----------------|--------------------|---------------------|-----------|-----------|----------------|---------|--------------------|---------------------|---------------------|
| | | | | | Tests | Positives | Tests Po | sitives | | | |
| 2008 | 384 | 23,437 | 1,086 | .7 | 22,477 | 1,045 | 13 | 2 | 947 | 373 | .9 |
| 2007 | 350 | 22,641 | 1,110 | .9 | 21,700 | 1,076 | 5 | 4 | 936 | 303 | .2 |
| 2006 | 325 | 18,112 | 853 | .7 | 17,364 | 824 | 18 | 2 | 730 | 273 | .7 |
| 2005 | 310 | 17,742 | 749 | .2 | 16,876 | 706 | 18 | 9 | 863 | 343 | .9 |
| 2004 | 287 | 17,428 | 826 | .7 | 16,702 | 803 | 6 | 1 | 720 | 223 | .1 |
| 2003 | 271 | 16,129 | 761 | .7 | 15,345 | 727 | 29 | 7 | 755 | 273 | .6 |
| 2002 | 252 | 13,128 | 642 | .9 | 12,595 | 624 | 10 | 0 | 523 | 183 | .4 |
| 2001 | 239 | 16,492 | 730 | .4 | 15,947 | 716 | 8 | 1 | 537 | 132 | .4 |
| 2000 | 226 | 18,827 | 765 | .1 | 18,164 | 748 | 12 | 1 | 651 | 162 | .5 |
| 1999 | 200 | 20,725 | 691 | .3 | 20,118 | 660 | 9 | 4 | 598 | 274 | .5 |

.- Indicates a value of less than 0.05%

Figure 6

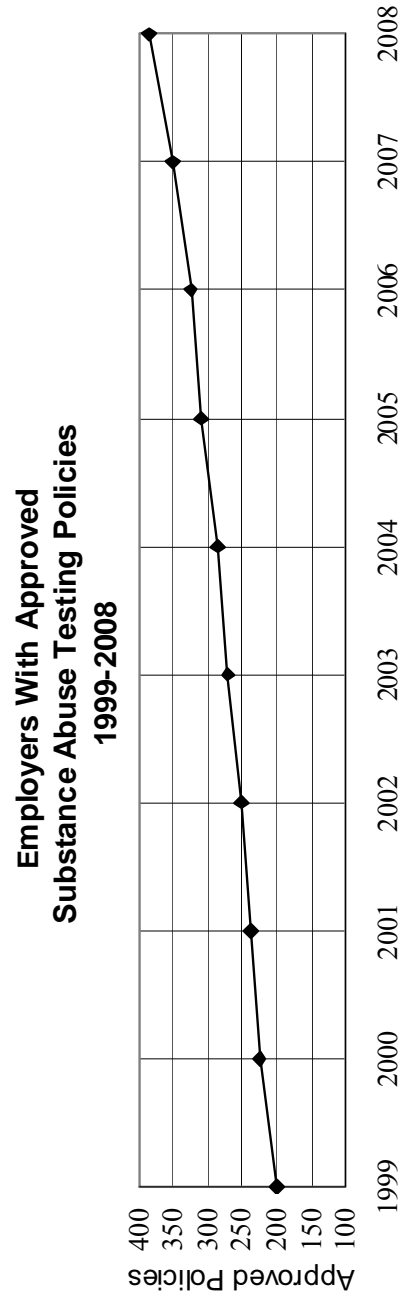


Table 6 shows the cumulative total of tests and positives for job applicants and employees from 1999 through 2008. It also shows the percentage positive for each substance as it relates to the total number of tests and to the total number of positives. The data shows that of the controlled substances tested for, cannabinoids had the highest percentage of positives.

Table 6
Positives By Substance
1999 - 2008 (Cumulative)

| | Number of Tests | As % of All Tests | As % of Positives |
|--|--------------------|----------------------|----------------------|
| Total Tests | 184,476 | 100.0 | |
| Total Tests with a positive result for 1 or more substances | *8,213 | 4.5 | |
| Cannabinoids | 6,977 | 3.7 | 85.0 |
| Cocaine | 573 | 0.3 | 7.0 |
| Opiates | 213 | 0.1 | 2.6 |
| Amphetamine | 188 | 0.1 | 2.3 |
| Benzodiazepines | 109 | 0.1 | 1.3 |
| Alcohol | 61 | -.- | 0.7 |
| Methadone | 66 | -.- | 0.8 |
| Barbiturates | 64 | -.- | 0.8 |
| Phencyclidines | 29 | -.- | 0.4 |
| Invalid Tests | 312 | 0.2 | |

**May be less than total of all substances if one or more applicants tested positive for multiple substances*

.-.- Indicates a value of less than 0.05%

SECTION VI

Summary

During 2008, the Maine Department of Labor reviewed 78 substance abuse testing applications. Of the 78 reviewed, 75 were completed and 3 were pending at year's end. As of December 31, 2008, a total of 384 approved policies were in force.

The Department of Labor surveys all employers with approved policies for this report. Twenty had failed to respond in time to be included in this report. The 2008 survey reported that 22,477 job applicants had been tested, with 1,047 (4.7%) confirmed positive tests. There were 13 employee probable cause tests, with 2 (15.4%) reported as positive and 947 employee random or arbitrary tests, with 37 (3.9%) positives reported.

Appendix 1

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| A A A of Northern New England, Inc. <i>Maine Automobile Association</i> | 10/29/2003 | | |
| A D N Communications | 2/15/2008 | | |
| A C S | 6/7/2006 | 6/7/2006 | |
| A V X Tantalum Corp. | 9/27/2000 | | |
| A W S <i>Alternative Warehouse Services, Inc.</i> | 2/24/1999 | | |
| Acme-Monaco Corporation | 1/7/2003 | | |
| Acuren Inspection <i>Longview Inspections</i> | 10/6/2000 | | |
| ADECCO Employment Services <i>Olsten Staffing Services</i> | 8/12/1997 | | |
| Aetna Inc. <i>Aetna Life Insurance Company</i> | 2/16/2000 | | |
| AIMCO <i>Apartment Investment and Management Company</i> | 4/30/2001 | | |
| Air Temp Mechanical Contractors <i>Air Temp, Inc.</i> | 8/6/2003 | | |
| Alexander & Associates | 1/2/2001 | 4/1/2003 | |
| Alexander-Otto Company | 9/29/2006 | | |
| Alliance Construction Inc. | 5/14/2001 | | |
| Allstate Insurance Company | 3/25/1991 | | |
| American Aerial Services Inc. | 5/11/2007 | | |
| American Red Cross Blood Services, N. E. Region | 8/22/2005 | | |
| American Steel and Aluminum Corporation | 4/30/2001 | | |
| AmeriCold Logistics, LLC | 1/18/2008 | | |
| Androscoggin Home Care & Hospice | 3/30/2007 | | |
| Applicator Sales & Service Inc. | 2/7/2007 | | |
| Arc One LLC (ADP Total Source) <i>fmr Pleasants Hardware Company</i> | 2/10/1998 | 10/20/1997 | 2/10/1998 |
| Associated Grocers of Maine | 5/1/2003 | 5/15/2004 | |
| Atlantic Industrial Co. <i>former North Atlantic Scaffolding</i> | 12/3/2007 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Atlantic Salmon of Maine LLC <i>Cooke Aquaculture, Phoenix Salmon US, Inc.</i> | 5/5/2000 | | |
| ATwork Personnel Services | 7/2/1996 | | |
| Auburn, City of | 6/9/1994 | | |
| Automotive Supply Associates Inc. | 12/6/2007 | 12/6/2007 | |
| B & M Baked Beans <i>B & G Foods, Inc.</i> | 9/4/2002 | | |
| B B I Waste / Blow Bros. | 9/11/2008 | | |
| B J's Wholesale Club, Inc. | 6/9/1994 | | |
| Backyard Farms, LLC <i>U. S. Functional Foods, LLC</i> | 8/15/2006 | | |
| Baileyville Police Dept. | 2/24/1999 | 7/22/2002 | 7/22/2002 |
| Bancroft Contracting Corp | 2/1/1994 | | |
| Bangor Area Visiting Nurses <i>Eastern Maine HomeCare</i> | 12/16/1992 | | |
| Bangor Gas Company | 6/11/2002 | 4/12/2005 | |
| Bangor International Airport | 10/26/2005 | 10/26/2005 | 10/26/2005 |
| Bangor Mall, LLC <i>fmr Kravco Simon</i> | 4/13/1995 | | |
| Bank of America Child Development Center <i>Bright Horizons Family Solutions</i> | 4/30/2002 | | |
| Barber Foods | 9/9/1997 | | |
| Barclays | 4/30/2008 | | |
| Bath Iron Works | 2/27/1990 | 9/4/2002 | 9/4/2002 |
| Bath Water District | 1/29/2003 | | |
| Best Buy Stores LP | 12/16/1998 | | |
| Biddeford Internet Corporation <i>dba GWI (Great Works Internet)</i> | 8/11/2005 | | |
| Blake Equipment Company <i>Northeast Mechanical Corporation.</i> | 12/21/1998 | 12/21/1998 | |
| Bob's Discount Furniture of Massachusetts <i>Bob's Discount Furniture, Inc.</i> | 3/11/2004 | | |
| Bonney Staffing Center <i>Bonney Staffing & Training Centers</i> | 1/2/2003 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Boralex | 5/14/2008 | 5/14/2008 | |
| Brewer Automotive Components <i>B A C, Inc.</i> | 9/17/1999 | | |
| Brewer, City of | 12/12/2000 | | |
| Brewer Housing Authority | 9/11/2008 | | |
| Brockway-Smith | 1/28/2003 | | |
| C C B, Inc. <i>fmr K C S, Inc.</i> | 6/2/1998 | | |
| C C I Systems, Inc. | 6/21/2002 | 6/21/2002 | 6/21/2002 |
| C P M Constructors | 5/9/2007 | | |
| C P R C Group LLC <i>M B Bark</i> | 4/3/2006 | | |
| C. N. Brown Company | 6/6/2001 | | |
| Cabela's Retail, Inc. | 1/15/2008 | | |
| Calais, City of | 6/3/2003 | | |
| Calpine Corporation <i>fmr Energy Management Inc.</i> | 10/18/1999 | | |
| Capital Area Staffing Solutions | 9/7/2006 | | |
| Career Systems Development Corp. <i>Penobscot Job Corps Center</i> | 11/8/2006 | | |
| Cascades Auburn F ber | 8/8/2007 | 8/16/2006 | |
| Casella Waste Systems Inc. <i>Sawyer Environmental Services</i> | 12/16/1998 | | |
| Casey Industrial, Inc. | 4/10/2007 | | |
| Cates & Associates | 4/13/2005 | | |
| Cates Technical Agency, Inc. <i>fmr Cates Temporary Agency, Inc.</i> | 4/13/2005 | | |
| CCH Small Firm Services | 11/19/2008 | | |
| Central Maine Power | 10/18/1990 | | |
| Chadwick BaRoss, Inc. | 7/21/1993 | | |
| Cianbro Corporation | 2/27/1990 | 2/27/1990 | 2/27/1990 |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Cives Steel Company <i>Cives Corporation</i> | 10/18/1990 | 12/28/1998 | |
| Coca-Cola Bottling Co. of Northern New England | 12/29/1992 | 8/17/1993 | |
| Columbia Air Services-B H B, LLC | 6/23/2005 | 11/30/2005 | |
| Columbia Forest Products | 11/30/2007 | | |
| Commercial Delivery Systems LLC | 5/13/2005 | 6/24/2005 | 6/24/2005 |
| Community Concepts, Inc. | 10/24/2001 | | |
| Connect North America Corp. U S A, Inc. | 1/26/2007 | | |
| Cosigli Construction Company | 6/30/2008 | | |
| Contech Stormwater Solutions | 6/17/2006 | | |
| Consolidated Container Co., LP | 7/21/2000 | | |
| Cooper Wiring Devices <i>Arrow Hart</i> | 7/24/1990 | | |
| Corinth Wood Pellets LLC | 1/26/2007 | | |
| Corning Inc. <i>Corning Inc., Life Sciences Div.</i> | 9/19/2001 | | |
| CoWorx Staffing Services LLC | 3/14/2007 | | |
| CRI-SIL, LLC <i>former Immix Technologies, LLC</i> | 10/24/2000 | | |
| Cyro Industries | 7/24/1990 | | |
| D & G Machine Products, Inc. | 7/31/1991 | | |
| d. e. Foxx & Associates <i>X L C Personnel Services</i> | 6/22/2004 | | |
| D. L. Thurrott Air <i>The Inesco Group</i> | 1/28/2002 | | |
| Damon Mechanical Services | 4/13/2005 | | |
| Danforth Habilitation | 5/28/2008 | | |
| Darden's Restaurants Inc. | 9/17/1999 | 9/17/1999 | |
| Davey Tree Expert Company | 10/24/2008 | 10/24/2008 | 10/24/2008 |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Dennis Paper & Food Service <i>Dennis Beverage Co.</i> | 12/24/1991 | | |
| Dielectric Communications <i>Dielectric</i> | 7/9/1999 | | |
| Dingley Press | 8/5/2006 | | |
| DirecTECH N E | 9/15/2005 | | |
| Diver Down Underwater Services <i>Enclave Development</i> | 12/4/2001 | | |
| Doherty Employment Group | 11/15/2007 | 11/15/2007 | |
| Domtar Industries Inc. <i>Georgia Pacific, Communication Papers Div.</i> | 7/31/1991 | 6/22/2001 | |
| Down East Toyota-Scion-Buick <i>Down East Toyota-Buick/Down East Auto Body of Brew</i> | 2/9/2000 | | |
| Dragon Products | 6/7/2007 | | |
| Ducktrap River of Maine <i>Fjord Seafood USA</i> | 12/28/1998 | | |
| Duratherm Window Corporation | 10/8/2003 | | |
| E. S. Boulos Company <i>ESB</i> | 6/2/1998 | | |
| Eastern Fire Protection/Eastern Sprinkler Services | 10/8/2003 | | |
| Eastern Maine Healthcare <i>Eastern Maine Medical Center</i> | 1/15/1991 | | |
| Eaton Electrical, Inc. <i>Cutler Hammer, Inc.</i> | 9/2/1999 | | |
| Ed Hodsdon Masonry | 4/29/2008 | | |
| EFMARK Service Co. <i>Premium Armored Service Co.</i> | 10/23/1997 | | |
| Electronic Data Systems <i>E D S Corporate Security</i> | 1/24/2001 | | |
| Ellsworth Builders Supply Inc. | 9/25/1990 | | |
| Elmet Technologies <i>Philips Elmet, Philips Electronics</i> | 10/4/1990 | | |
| Emery-Waterhouse | 4/8/1998 | | 11/6/1998 |
| Employment Specialists of Maine | 11/8/2006 | | |
| Energy East Management Corp. | 7/7/2003 | | |
| Enterprise Engineering, Inc. | 9/10/2002 | 10/16/2002 | 10/16/2002 |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Environmental Products, Inc. | 6/30/2008 | | |
| Equipment Rental Service, Inc. <i>dba Taylor Rental</i> | 3/2/1999 | | |
| ESOCO Orrington, Inc. | 6/3/1992 | | |
| Everett J. Prescott <i>E. J. Prescott</i> | 2/25/2000 | | |
| Evonik Cyro LLC <i>Cyro Industries</i> | 7/14/1990 | | |
| Express Personnel Services | 10/12/2006 | | |
| F M C Corp. <i>F M C BioPolymer Corp.</i> | 3/22/1990 | 5/18/1993 | 5/18/1993 |
| F P L Energy Maine Operating Services LLC <i>Florida Power and Light</i> | 6/23/2000 | | |
| Fairpoint Communications | | | |
| Fiber Materials, Inc. | 6/27/1990 | | |
| First Level Technology LLC <i>First Line Solutions LLC</i> | 4/27/2001 | | |
| First Protection Services, Inc. | 2/18/2004 | | |
| Fisher Engineering <i>Fisher LLC</i> | 4/17/1996 | 4/17/1996 | |
| Flemish Master Weavers <i>Rainbow Rugs, Inc.</i> | 11/21/1990 | | |
| Formed Fiber Technologies, Inc. <i>Gates Formed Fibre Products</i> | 12/12/2000 | | |
| Formtek, Inc. <i>Cooper-Weymouth, Peterson & Rowe Machinery</i> | 4/23/2004 | | |
| Fraser Papers Ltd. <i>Nexfor/Fraser Papers Ltd.</i> | 4/15/1994 | | 9/23/1998 |
| Fraser Timber Ltd. <i>Nexfor/Fraser Timber Ltd.</i> | 8/10/2007 | 8/10/2007 | |
| Freshwater Stone & Brickwork Inc. | 11/19/2004 | | |
| Fulghum Fibres, Inc. | 10/8/1997 | 12/12/2007 | 12/12/2007 |
| G A C Chemical Corporation | 8/19/2005 | | |
| G E Security <i>Edwards Systems Technology</i> | 5/1/2003 | | |
| G P X International Tire Corp <i>Maine Rubber International</i> | 5/15/1990 | | |
| G. E. Goding & Son, Inc. | 4/24/1990 | | |
| Gagne & Son Concrete Blocks, Inc. <i>Gagne & Sons, Inc.</i> | 3/12/2004 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Garelick Farms of Maine <i>Grant's Dairy</i> | 5/20/1998 | | |
| General Dynamics ATP <i>General Dynamics Armament Systems</i> | 2/28/1990 | 8/7/1991 | 6/16/1993 |
| General Electric (Auburn) | 10/18/1990 | | |
| General Electric (Bangor) | 5/24/1990 | | |
| General Parts Inc./Carquest <i>Carquest Distribution Center</i> | 11/25/1997 | 4/27/1999 | 4/27/1999 |
| Genuine Parts Company <i>N A P A</i> | 9/27/2005 | 10/14/2005 | |
| Giroux Oil Service Company | 11/3/2004 | | |
| Goodwill Industries of Northern New England | 6/15/2007 | | |
| Grainger Industrial Supply <i>W. W. Grainger, Inc.</i> | 5/30/2000 | | |
| Great Falls Builders Inc. | 11/17/200 | | |
| Guardsmark, LLC <i>Guardsmark, Inc.</i> | 12/5/1996 | | |
| Gulf Oil Limited Partnership | 8/12/2008 | 8/12/2008 | 8/12/2008 |
| H M S Host International <i>Autogrill Group, Inc.</i> | 1/5/1996 | | |
| H P Hood LLC <i>H P Hood, Inc.</i> | 5/15/2003 | | |
| H. Finkleman Co. - Schnitzer NorthEast <i>New England Metal Recycling LLC</i> | 4/5/2007 | | |
| Hale Trailer Brake & Wheel, Inc. | 8/6/2003 | | |
| Haley's Metal Shop | 5/9/2007 | | |
| Hampden Dept. of Pub. Safety | 1/27/1999 | | |
| Hancock Lumber | 4/29/1991 | | |
| Hannaford Bros. Distribut'n Ctr. | 5/18/1993 | 7/25/2000 | 10/1/1996 |
| HealthSouth Corporation | 10/20/1997 | | |
| Hertz Corporation, The | 6/11/2002 | | |
| Hinckley Co., LLC, The <i>Hinckley Yachts</i> | 9/4/2002 | | |
| Hollywood Slots at Bangor, etc. <i>Bangor Historic Track Inc.</i> | 6/29/2005 | 4/27/2007 | |
| Home Depot | 11/1/1996 | | |
| Houlton Police Department | 10/19/2007 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Huber Engineered Woods, LLC <i>J. M. Huber Corp., Easton Dept.</i> | 4/29/1991 | 4/29/1991 | |
| Huhtamaki <i>Huhtamaki Food Services Inc.</i> | 7/24/1990 | 7/30/1999 | |
| Hussey Seating Company | 12/24/1990 | | |
| Idearc Media Corp. | 5/25/2008 | | |
| Ikon Office Solutions, Inc. | 2/24/1999 | | |
| Imerys/Americarb Inc. <i>dba Imerys Pigments & Additives Group</i> | 7/14/2000 | | |
| INFAB Refractories <i>fmr Atlantic Contracting & Specialties</i> | 7/22/1993 | | |
| Innovative Distribution Services <i>fmr Speedy Warehouse Services Inc.</i> | 9/1/2000 | | |
| Insurance Services Office, Inc. | 10/31/2008 | | |
| InterFace Fabric <i>Interior Fabrics Group</i> | 1/26/1999 | | |
| Interstate Brands Company <i>J J Nissen</i> | 1/3/1992 | | |
| Irving Forest Products, Inc. (Pinkham Sawmill) <i>Pinkham Sawmill</i> | 7/23/2002 | 7/23/2002 | 7/23/2002 |
| Irving Tanning Company | 12/27/1993 | | |
| Jagger Brothers, Inc. | 5/14/2001 | | |
| Jean's Waterproofing, Inc. | 7/8/2004 | | |
| JF2 LLC <i>dba On Target Utility Services</i> | 12/8/2005 | 12/8/2005 | 12/8/2005 |
| Johns Manville (Lewiston) <i>Schuller International</i> | 1/21/1997 | | |
| Johnson & Jordan, Inc. | 3/11/2005 | | |
| Kassbohrer All Terrain Vehicles, Inc. | 10/24/2000 | | |
| Katahdin Forest Products/Cedar Ideas | 1/18/2005 | 1/18/2005 | |
| Katahdin Paper Company LLC <i>Great Northern Paper/Bowater</i> | 12/16/1992 | 7/13/2005 | 7/13/2005 |
| Keeley Crane Service | 6/30/2008 | | |
| Kelly Services Inc. | 1/30/2003 | | |
| Kennebunkport Police Department | 3/28/2002 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| KidsPeace National Centers of New England <i>KidsPeace Nat'l Ctrs for Kids in Crisis of New Eng</i> | 5/5/2000 | | |
| Knight-Celotex LLC <i>formerly Masonite Corporation</i> | 6/9/1994 | | |
| Kohl's Department Stores | 8/4/2004 | | |
| L & B Electrical Contractors, Inc. | 2/25/2003 | | |
| L K Q Gorham Auto Parts Inc. <i>Gorham Auto Parts</i> | 12/6/2004 | 8/17/2005 | |
| L M S Intellibound, Inc. <i>Labor Management Service</i> | 2/8/2004 | | |
| Lane Construction Corp., The <i>Lane Industries</i> | 12/16/1992 | | |
| Lewiston, City of | 4/8/2008 | | |
| Lincare Inc. | 2/9/2000 | | |
| Lincoln Paper and Tissue, LLC <i>Lincoln Pulp and Paper</i> | 1/12/2005 | | |
| Lohmann Animal Health International <i>Maine Biological Laboratories</i> | 12/4/2001 | | |
| Lonza Rockland <i>Cambrex Bio Science Rockland</i> | 12/23/2005 | | |
| Louisiana-Pacific Corporation | 5/20/1998 | 5/20/1998 | 5/20/1998 |
| Lowe's Home Centers Inc. | 11/3/2004 | | |
| Lucas Tree Expert Company, Inc. | 4/29/1991 | | |
| Madison Paper Industries | 4/19/1990 | | |
| Maine Business Services <i>dba Manpower</i> | 4/30/2002 | | |
| Maine Distributors | 5/2/2007 | | |
| Maine Drilling and Blasting | 9/9/1999 | | |
| Maine Medical Center | 9/25/2008 | | |
| Maine Public Service | 6/13/1990 | | |
| Maine Woods Company LLC | 4/21/1999 | | |
| Mainely Vinyl Inc. | 9/21/1998 | | |
| MaineToday | 8/24/2005 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| Marion Transfer Station, Inc. | 4/12/2005 | 4/12/2005 | 4/12/2005 |
| Marquis Heating | 8/8/2007 | | |
| Marriott International | 10/17/1995 | | |
| Mathews Brothers Company | 10/26/2006 | | |
| McCain Foods USA, Inc. <i>McCain Foods, Inc.</i> | 2/24/1992 | 4/28/1998 | 4/28/1998 |
| Medical Staffing Network | 3/28/2002 | | |
| Mercy Hospital | 11/20/2008 | | |
| Mexico Water District | 10/29/2003 | 10/29/2003 | |
| Mid Maine Communications | 12/31/2003 | 12/3/2007 | 12/3/2007 |
| Mid State Machine Products | 5/15/1990 | 8/14/1990 | 8/14/1990 |
| Midwest Price Co., LLC | 9/27/2000 | 2/12/2002 | 2/12/2002 |
| Milo Water District | 9/15/2004 | 10/25/2004 | 10/25/2004 |
| Milton CAT <i>Southworth-Milton, Inc.</i> | 8/2/2005 | | |
| Modern Pest Services | 11/17/2006 | | |
| Montreal, Maine & Atlantic Railway <i>Bangor & Aroostook Railroad</i> | 6/19/1998 | | |
| Mount Hope Cemetery Corporation | 4/15/1995 | | |
| Mr. Signs Inc. | 10/22/2007 | 10/22/2007 | |
| N R F Distributors Inc. | 6/30/2004 | | |
| National Semiconductor Corp. | 12/22/1999 | | |
| Naturally Potatoes <i>a Basic American Foods Division LLC</i> | 11/18/2005 | 8/7/2007 | |
| Netflix Inc. | 6/15/2007 | 6/15/2007 | 10/10/2007 |
| New England Insulation | 4/29/1999 | | |
| New England Truck Tire Centers Inc. | 4/8/2004 | | |
| New Horizons for Young Women <i>New Horizons Wilderness Program, Daughters, Inc.</i> | 6/1/2001 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|---|--|--|
| New York Life Insurance Company | 3/28/2002 | | |
| Newark Paperboard Products <i>Gardiner Paperboard</i> | 8/15/1997 | | |
| NewPage Corporation <i>MeadWestvaco Corporation</i> | 3/19/1990 | 10/25/1990 | 10/25/1990 |
| Newport, Town of | 11/8/2006 | | |
| Next Generation Vending Inc. <i>All Seasons Services Inc.</i> | 6/23/2000 | | |
| Nichols Portland (div Parker Hannifin) | 12/22/1998 | | |
| Northeast Airmotive | 9/18/2001 | | |
| Northeast Cardiology Associates | 11/3/2005 | | |
| Northeastern Environmental Services | 7/21/2000 | | |
| Northeastern Log Homes, Inc. | 4/21/2000 | | |
| Nortrax | 9/11/2002 | | |
| Norway Water District | 11/8/2006 | | |
| Norway-Paris Solid Waste, Inc. | 7/7/2004 | | |
| O C V Technical Fabrics fmr Saint-Gobain BTI, Brunswick Technologies, Inc. | 7/9/1999 | | |
| Oakhurst Dairy | 2/28/1990 | | |
| Ocean State Job Lot | 4/27/2006 | | |
| O'Connor Constructors, Inc. <i>Thomas O'Connor & Company Inc.</i> | 7/9/1999 | | |
| Old Town Canoe <i>Johnson Outdoors, Inc.</i> | 2/25/2003 | 2/25/2003 | |
| Old Town Lumber Company, Inc. | 4/21/2000 | | |
| Omnicare Pharmacy of Maine <i>policy includes NCS and Pharm Corp</i> | 3/29/2002 | 12/3/2003 | 12/3/2003 |
| Oxford Networks <i>Oxford County Telephone Service</i> | 12/3/2003 | 9/27/2006 | 9/27/2006 |
| P & G Tambrands Inc. <i>Tambrands, Procter & Gamble Tambrands</i> | 1/13/1999 | | |
| P F G Northcenter <i>Northcenter Foodservice Corporation</i> | 9/19/1990 | | |
| P S C Industrial Outsourcing <i>Philip Services Corp North Atlantic Inc.</i> | 11/10/1993 | | 11/16/1998 |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| PAGEmployment <i>Page Employment Inc.</i> | 6/4/2004 | | |
| Panolam Industries International <i>Pioneer Plastics Corp.</i> | 9/19/1990 | | |
| Parkview Adventist Medical Center | 11/17/2006 | | |
| Patriot Insurance | 2/1/2008 | | |
| Paul G. White Tile Company | 7/21/1993 | | |
| Paychex | 6/15/2007 | | |
| Pegasus Cleaning Corp. | 2/15/2007 | | |
| PenBay Healthcare & Affiliates <i>PenBay Medical Center & many affiliates</i> | 5/2/2007 | | |
| Penobscot County Sheriff's Office | 8/11/1998 | | |
| Penobscot Regional Communications Center | 1/27/1999 | | |
| Pepsi Bottling Group, The <i>Seltzer & Rydholm</i> | 12/29/1992 | 10/10/2007 | |
| Perma Treat Corporation <i>fmr Aroostook & Bangor Resources Inc.</i> | 3/13/2001 | | |
| Pharm Corp of Maine LLC <i>part of Omnicare, reports separately</i> | 3/29/2002 | 12/3/2003 | 12/3/2003 |
| Pike Industries, Inc. <i>Tilcon of Maine</i> | 10/4/1990 | | |
| Pine Environmental Services, Inc. | 11/16/2007 | | |
| Pine State Trading Company | 8/2/2005 | | |
| Pizzagalli Construction Co., Inc. | 5/26/1998 | | |
| Plum Creek Timber Company <i>Plum Creek Marketing, Inc.</i> | 10/15/1998 | | |
| Poland Spring Bottling Co. <i>div of Nestle Waters North America</i> | 6/8/1999 | | |
| Pollack Corporation, The <i>dba G. M. Pollack & Sons</i> | 8/25/1992 | | |
| Portage Wood Products LLC | 9/29/2006 | | |
| Portland Air Conditioning, Inc. | 2/15/2005 | | |
| Portland Fish Exchange, Inc. | 6/3/2003 | | |
| Portland Press Herald/Maine Sunday Telegram | 8/24/2005 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Portland Water District | 9/4/2002 | | |
| Pratt & Whitney Aircraft Group <i>a United Technologies company</i> | 6/22/1990 | 6/22/1990 | |
| Pro Search Inc. | 10/24/2007 | | |
| Progressive Distributors, Inc. | 5/18/1993 | | |
| Project Staffing Inc. | 12/23/2005 | | |
| Prudential Financial | 11/1/2005 | | |
| R R Donnelley (Wells Plant) <i>fmr Spencer Press Inc.</i> | 7/21/2000 | | |
| R T S Packaging LLC <i>fmr Rock-Tenn</i> | 5/28/1991 | 11/4/1991 | 11/4/1991 |
| Radiodetection Corporation | 9/5/2003 | | |
| RailWorks Corporation | 4/16/2008 | | |
| Rason Environmental Consultants | 9/11/2008 | 9/11/2008 | 9/11/2008 |
| Reed & Reed Inc. | 6/25/1992 | 5/9/2007 | 5/9/2007 |
| Re-Harvest Inc/Harvest Hill Farms | 5/28/2008 | | |
| Riley Medical, Inc. | 8/17/1993 | | |
| Robbins Lumber Inc. | 9/29/2006 | | |
| Rockland Marine Corporation | 1/24/2007 | | |
| S B A Network Services | 2/4/2004 | 9/4/2004 | 9/4/2004 |
| S W & B Construction Co. | 4/29/1991 | 2/22/1999 | 2/22/1999 |
| Safe Handling Inc | 5/10/2007 | | |
| Sappi Fine Paper (Somerset) <i>fmr S. D. Warren</i> | 5/28/1991 | 12/30/1993 | |
| Sappi Fine Paper (Westbrook) <i>fmr S. D. Warren</i> | 4/29/1991 | 12/30/1993 | |
| Sargent Corporation <i>fmr H. E. Sargent</i> | 4/17/1996 | | |
| Scarborough, Town of | 2/25/2003 | | |
| Scholastic Book Fairs <i>Scholastic, Inc.</i> | 5/2/2001 | 5/2/2001 | 5/2/2001 |
| Scooter Store, The | 10/26/2005 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| Seaboard Security | 9/15/2004 | | |
| Securitas Security Services U S A <i>Burns Security, Halls Security Services, Inc.</i> | 9/15/2004 | | |
| ServiceMaster <i>ServiceMaster of Lake Region</i> | 11/20/2008 | | |
| Shaw's Supermarkets, Inc., Wells Distr bution Ctr. | 6/10/2000 | | |
| Shaw's Supermarkets/Stores Only | 11/18/2005 | | |
| Sigco, Inc | 11/29/2007 | | |
| Sisters of Charity Health System <i>includes St. Mary's, SMRMC, SOCHS, DYP, WORKMED</i> | 7/19/1995 | | |
| Skowhegan, Town of | 8/28/1998 | | |
| Sodexo America, LLC | 3/3/2008 | | |
| Smith & Wesson Corporation | 3/27/2003 | | |
| Solon Manufacturing Co. | 7/19/1995 | | |
| Sonoco Products Company | 7/31/1991 | | |
| South Portland, City of | 11/7/2006 | | |
| Specialty Minerals Inc. | 4/6/1996 | 4/3/1997 | |
| Sprague Energy Corporation | 4/13/1995 | | |
| Springborn Staffing/Industrial Staffing | 11/15/2005 | | |
| Spudnik Equipment Company LLC | 8/16/2005 | | |
| St. Paul Travelers <i>fmr St. Paul Companies</i> | 7/24/1990 | | |
| Staff Management | 1/20/2004 | | |
| Standard Insurance Company, The | 3/25/2003 | | |
| Standard Waterproofing, Inc. | 4/13/1998 | | |
| Station Class Constructors, Inc. | 1/26/2001 | 2/6/2001 | 2/6/2001 |
| Sullivan & Merritt Inc. | 5/18/1993 | | |
| Sustainable Forest Technologies, Inc. | 7/2/2008 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|---|-----------------------------------|--|--|
| Target Corporation | 7/9/2001 | | |
| Tate and Lyle Ingredients America, Inc. | 5/2/2008 | | |
| Teaford Construction | 4/26/2007 | | |
| Tempo Employment Services | 3/3/2008 | | |
| Time Warner Cable | 1/20/2004 | | |
| Trans-Tech Industries Inc. | 9/27/2000 | | |
| Trask-Decrow Machinery, Inc. | 7/2/2008 | | |
| Tweeter Home Entertainment Group | 11/18/2005 | | |
| U B S Financial Services Inc. <i>fmr Paine Webber Inc.</i> | 4/23/2004 | | |
| U. S. Cellular | 5/5/2000 | | |
| Unifirst Corporation | 5/20/1993 | | |
| Union River Boat Company | 7/22/2008 | | |
| Union Water Power Co. | 7/21/2000 | 4/2/2003 | 4/2/2003 |
| Utility Shared Services | 3/3/2008 | | |
| Valenite, LLC | 9/1/2005 | | |
| Valley National Gases LLC <i>Advantage Gases and Tools</i> | 12/20/2007 | | |
| Vaughn Thibodeau & Sons | 4/17/2008 | | |
| Verison New England | 10/5/1994 | 10/5/1994 | 10/5/1994 |
| Verso Paper (Androscoggin Mill) <i>fmr International Paper</i> | 11/5/1990 | 6/9/1994 | |
| Verso Paper (Bucksport Mill) <i>fmr International Paper</i> | 3/23/1990 | 9/19/2001 | 9/19/2001 |
| Vescom Corporation | 5/18/1993 | | |
| VingTech Corporation | 11/16/2007 | | |
| Volk Packaging Corporation | 8/17/2006 | | |
| W G M E, Inc. Sinclair Broadcast Group | 1/29/2008 | | |

Appendix 1, Continued

Employers having approved substance abuse testing policies with the types of testing allowed and dates of approval.

| Employer Former Name or Alias | Applicant Testing Approved | Probable Cause Testing Approved | Random/Arbitrary Testing Approved |
|--|---|--|--|
| WahlcoMetroflex, Inc. | 12/4/2008 | 12/4/2008 | 12/4/2008 |
| Waldron Group of Companies | 2/7/2007 | | |
| Wal-Mart Stores Inc. | 3/31/1998 | | |
| Walpole Woodworkers Inc. | 2/12/2001 | | |
| Waterville Anesthesia Associates | 4/30/1993 | 4/30/1993 | 4/30/1993 |
| Watts FluidAir (div Parker Hannifin) | 6/24/1997 | | |
| Wausau Paper Specialty Products LLC <i>Wausau Paper Otis Mill Inc.</i> | 9/2/1999 | | |
| Webber Oil Company | 4/17/1996 | | |
| WestPoint Home Inc. <i>WestPoint Stevens Inc.</i> | 12/22/1998 | | |
| Whatman Inc. | 6/4/2003 | | |
| Willette Welding, Inc. | 12/22/1999 | | |
| Windward Petroleum | 1/16/2008 | | |
| William Atwood Lobster Company | 10/13/2006 | | |
| Wise Business Forms, Inc. <i>E P X</i> | 6/3/2003 | | |
| Wood Structures Inc. | 3/25/1991 | | |
| Work Source Staffing Services <i>Work Source became a dba of M & K Inc. during 2007</i> | 3/13/2001 | | |
| Wright-Ryan Construction, Inc. | 2/24/2005 | | |
| Wyman & Simpson, Inc. | 5/18/1993 | | |
| XPEDX <i>Division of International Paper</i> | 7/21/1993 | | |
| Z F Lemforder Corporation | 12/3/1991 | | |
| Zampell Refractories, Inc. | 12/30/1993 | 12/30/1993 | 12/30/1993 |

Appendix 2

In order to maintain approval of probable cause or random/arbitrary employee testing policies, employers must have an employee assistance program (EAP) certified by the Department of Health and Human Services. The following is a list of employers required to have EAPs.

| Employer | Location | |
|---|-----------------|----|
| American Aerial Services | Falmouth | ME |
| Associated Grocers of Maine | Gardiner | ME |
| Altantic Industrial Co. | Columbia | MD |
| Bangor Gas Company | Bangor | ME |
| Bangor International Airport | Bangor | ME |
| Bath Iron Works | Bath | ME |
| Blake Equipment Company* | Bloomfield | CT |
| Boralex | Stratton | ME |
| Cascades Auburn Fiber* | Auburn | ME |
| Cianbro Corporation | Leeds | ME |
| Cives Steel Company | Augusta | ME |
| Coca-Cola Bottling Co. of Northern New England | Bedford | NH |
| Commercial Delivery Systems LLC | Bangor | ME |
| Darden Restaurants Inc.* | Orlando | FL |
| Domtar Industries Inc. | Baileyville | ME |
| Enterprise Engineering, Inc. | Freeport | ME |
| F M C Corp. | Rockland | ME |
| FairPoint Communications* | Burlington | VT |
| Fisher Engineering | Rockland | ME |
| Fraser Papers Ltd. | Madawaska | ME |
| Fraser Timber Ltd. | Ashland | ME |
| Fulghum Fibres, Inc. | Augusta | GA |
| General Dynamics ATP | Saco | ME |
| General Parts Inc./Carquest | Bangor | ME |
| Genuine Parts Company | Westbrook | ME |
| Haley's Metal Shop | Biddeford | ME |
| Hannaford Bros. Distribut'n Ctr. | Portland | ME |
| Hollywood Slots at Bangor, etc. | Bangor | ME |
| Huber Engineered Woods, LLC | Easton | ME |
| Huhtamaki | Waterville | ME |
| Irving Forest Products, Inc., (Pinkham) | Ashland | ME |
| JF2 LLC | Gardiner | ME |

Appendix 2, Continued

| Employer | Location | |
|--------------------------------------|-----------------|----|
| Katahdin Forest Products/Cedar Ideas | Oakfield | ME |
| Katahdin Paper Company LLC | E. Millinocket | ME |
| L K Q Gorham Auto Parts Inc.* | Gorham | ME |
| Louisiana-Pacific Corporation | Houlton | ME |
| McCain Foods USA, Inc. | Easton | ME |
| Mid Maine Communications | Bangor | ME |
| Mid State Machine Products | Winslow | ME |
| Midwest Price Co., LLC | Monticello | AR |
| Naturally Potatoes | Mars Hill | ME |
| NewPage Corporation | Rumford | ME |
| Old Town Canoe | Old Town | ME |
| Omnicare Pharmancy of Maine | Westbrook | ME |
| Oxford Networks | Lewiston | ME |
| P S C Industrial Outsourcing* | Toledo | OH |
| Parkview Adventist Medical Center* | Brunswick | ME |
| Pepsi Bottling Group, The | Manchester | NH |
| Pharm Corp of Maine LLC | Augusta | ME |
| Pratt & Whitney Aircraft Group | North Berwick | ME |
| R T S Packaging LLC | Scarborough | ME |
| Reed & Reed Inc. | Woolwich | ME |
| S B A Network Services | Roswell | GA |
| S W & B Construction Co. | Auburn | ME |
| Safe Handling | Auburn | ME |
| Sappi Fine Paper (Somerset) | Skowhegan | ME |
| Sappi Fine Paper (Westbrook)* | Westbrook | ME |
| Seaboard Security | Brewer | ME |
| Shaw's Supermarkets, Inc. | Wells | ME |
| Specialty Minerals Inc. | Bethlehem | PA |
| Union Water Power Co.* | Rochester | NY |
| Verizon New England* | Woburn | MA |
| Verso Paper (Androscoggin Mill) | Jay | ME |
| Verso Paper (Bucksport Mill)* | Bucksport | ME |
| Waterville Anesthesia Associates* | Waterville | ME |
| Zampell Refractories, Inc. | Auburn | ME |

* Currently lapsed, no employee testing permitted

Appendix 3

Laboratories Approved to Do Substance Abuse Testing, 2008

The following laboratories, none in Maine, were licensed as of the end of 2008 to perform the tests for companies with substance abuse testing policies that have been approved by the Maine Department of Labor.

| Laboratory Name | Address | Date Expires |
|--|--|---------------------|
| ACM Medical Laboratory | 160 Elmgrove Park Rochester, NY 14264 | 05/01/09 |
| Advanced Toxicology Network | 3560 Air Center Cove, Suite 101 Memphis, TN 38118 | 11/05/09 |
| Ammon Analytical Laboratory (908) | 1622 South Wood Avenue Linden, NJ 07036 862-4404 | 03/01/09 |
| Calloway Drug Testing Labs | 34 Commerce Way Woburn, MA 01880 | 07/01/09 |
| Clinical Reference Laboratory | 8433 Quivira Rd. Lenexa, KS 66215 | 08/20/09 |
| DrugScan, Inc. | 1119 Mearns Rd. Warminster, PA 18974 | 07/10/09 |
| Kroll Laboratory Specialists, Inc. | 1111 Newton St. Gretna, LA 70053 | 05/08/09 |
| Laboratory Corp. of America Holdings N.C. | P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, 27709 | 01/10/09 |
| Laboratory Corp. of America Holdings | 69 First Ave. Raritan, NJ 08869 | 03/12/09 |
| MAXXAM Analytics, Inc. Mississauga, | 6740 Campobello Rd. Ontario Canada L4Z 1p1 | 05/15/09 |

Appendix 3, Continued

Laboratories Approved to do Substance Abuse Testing, 2008.

| Laboratory Name | Address | Date Expires |
|----------------------------------|---|---------------------|
| Medtox Laboratories, Inc. | 402 West County Rd. D Saint Paul, MN 55112 | 03/01/09 |
| Psychemedics Corp. | 5832 Uplander Way Culver City, CA 90230 | 12/27/09 |
| Quest Diagnostics | 3175 Presidential Dr. Atlanta, GA 03040 | 03/12/09 |
| Quest Diagnostics | 10101 Renner Blvd. Lenexa, KS 66219 | 07/27/09 |
| Quest Diagnostics Norristown, | 400 Egypt Rd. PA 19403 | 06/24/09 |

Appendix 4

Some Controlled Substances, Drug Names, and Classifications

This is a list of some common drug names; it is not meant to be all-inclusive.

Controlled Substances and Drug Names*:

Cannabinoids*:

Hashish
Marijuana
Tetrahy drocannabinol (THC)

Depressants:

Barbiturates*
Benzodiazepi nes*
Glutethim ide
Methaqualon e*

Hallucinogens:

Am phetamine Variants*
LSD
Mescaline and Peyote
 Phencyclidine (PCP, angel dust)*
Phency clidine Analogs

Narcotics:

Codeine
Heroin*
Hy dromorphone
Meperidine (Pethidine)
Methadone*
Morphine*
 Opium*

Stimulants:

Am phetamines*
Cocaine*
Methy lphenidate
Phenmetrazin e

* Substances currently approved for drug testing under Maine law.