

## **“YOU AND YOUR STAFF DESERVE A SAFE, DRUG-FREE WORK ENVIRONMENT**

Employees who use drugs:

- ✦ Are late 3 times more often than fellow employees
- ✦ Have 2.5 times as many absences
- ✦ Are 5 times more likely to file an injury claim
- ✦ Are involved in 3.5 times more accidents at work
- ✦ Are 33% less productive
- ✦ Uses 3 times as much sick leave
- ✦ Are 9 times more likely to have an auto accident

Implement a Drug-Free Workplace Program

- ✦ Decrease Insurance Premiums
- ✦ Improve employee attendance
- ✦ Create a more productive environment
- ✦ Decrease turnover and stabilize workforce
- ✦ Increase employee morale
- ✦ Create a more supportive work environment
- ✦ Decrease work related injuries

***“Protect yourself and your company”***

### **Drug Screening**

- ✦ Pre-employment testing
- ✦ Post accident testing
- ✦ Random Testing
- ✦ Same day results available
- ✦ Breath alcohol testing
- ✦ Onsite collections available

### **Policy and Procedure Development**

- ✦ Drug-Free Workplace Program
- ✦ Health and Safety Procedures
- ✦ Employee Handbook

### **Employee Development Training**

- ✦ Impact of Substance Abuse on the Workplace
- ✦ Communication Workshop
- ✦ Anger Management Workshop
- ✦ Employee Evaluation and Performance

### **Third Party Administrative Services**

- ✦ Data Base Maintenance
- ✦ Random Pool Selection
- ✦ Notification and Random Pool Reports

### **Consortium Services Available**

- ✦ Federally Certified Laboratory
- ✦ Medical Review Officer

## **Be a Leader in the Drug Free Community**

Businesses can set the “norm” for their communities. If we want a drug free future, we must take a leadership position today.

Ask about our COMPUTERIZED pre-employment assessments, special training sessions and access to cost effective drug testing.

Testing with Integrity/Training is a full service consulting firm that can help assist you in developing and implementing Drug Free Workplace Policies and Procedures. Our Program fulfills the requirements of the Department of Transportation (DOT) Rules and Regulations.

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**William P. Hanley has  
over 30 years of  
experience in the  
field of alcohol and  
Chemical Dependency**

- # Certified in HHS  
Paraprofessional
- # Alcoholism Counselor -  
CCDP
- # Instructor - SDSU  
Extension Reasonable  
Suspicion
- # Former Treatment  
Program Coordinator
- # Former Director of  
Behavior Management  
Systems of San Diego
- # Certified National Breath  
Alcohol Technician Trainer
- # Certified National UDS  
Collection Personal Trainer

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**Achieve a...  
Drug Free  
Workplace**

Reduce expenses due to:

- ⊙ SICK LEAVE
- ⊙ ABSENTEEISM
- ⊙ JOB TURNOVER
- ⊙ MEDICAL EXPENSES
- ⊙ LOST PRODUCTIVITY

**Drug Screening**

**Same Day Results**