



PRODUCTS AND SERVICES

*Drug and Alcohol Testing
Background Screening
Transportation Compliance*

*Occupational Health
On-Site/Mobile Collections*



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Leveraging Technology & Innovation for Better, Faster, Smarter Decisions

DISA's program and services are fully automated and managed through DISAWorks, our web-based management system. DISAWorks is a powerful compliance reporting and information management tool. This proprietary system gives employers the ease and convenience of real-time access to their program and employee information, all with user-friendly functionality.

Better, Faster, Smarter Decisions

That's how successful companies work and what DISA works to provide.

DISA combines technology and screening innovations to deliver employee information quickly and accurately. We specialize in giving employers the tools and information they need to make the most informed hiring decisions possible.

With DISA, employers can more effectively manage all of their hiring and employee screening requirements under one comprehensive service umbrella. Regardless of their industry or unique policy requirements, DISA's solutions make it easier for employers to hire the right people for the job and to manage their business more efficiently.

DRUG & ALCOHOL TESTING

- Complete Chain of Custody Management
- DOT, Non-DOT and Consortium Programs
- Urine, Hair, Oral Fluid
- Synthetics & Opioids
- Random Pool Management
- Collection Site Selection and Management
- Medical Review Officer (MRO) Services

BACKGROUND SCREENING

- Grading and Evaluation
- Online Ordering and Applicant Order Entry
- Instant Products and Bundled Packages
- Automatic Renewal Notices
- Adverse Action Fulfillment
- Fast Turnaround Time
- Continuous Driver Monitoring

TRANSPORTATION COMPLIANCE

- DOT Drug & Alcohol Testing
- DOT Background Screening
- Driver Qualification File Management
- Fuel Tax Reporting
- HOS Driver Log Auditing
- Licensing and Permitting

OCCUPATIONAL HEALTH

- Online Scheduling, Tracking, and Reporting
- Comprehensive Service Coverage
- Automatic Renewal Notices
- Consolidated Invoices

ON-SITE/MOBILE TESTING

- Short/Long-Term Availability
- Reduce Employee Downtime
- Available 24/7/365

Contractor Management Solutions for a Higher Standard of Compliance

DISA's contractor compliance services are second to none, driven by our unique management program, the DISA Contractors Consortium (DCC). This specialized safety program manages the workplace safety requirements that vary across industrial owners and operators, safety councils, and regulatory agencies. With over 13,000 participating contractor companies in the program, the DCC is the largest, most diversified contractor compliance program of its kind.

PROGRAM BENEFITS

- Real-Time Access to Employee Status Active/Inactive
- Company & Employee-Level Tracking & Reporting
- Eliminates Access of Non-Compliant Employees
- Reduced Pre-Employment and Pre-Access Testing
- Compliance with Individual Owner Requirements
- Increased Worksite Safety & Security
- Reduced Workers' Compensation Costs
- Prevents Job-Hopping

COMBINING TECHNOLOGY & EXPERTISE FOR EFFECTIVE CONTRACTOR MANAGEMENT

DISA combines technology and industry experience to deliver employee information quickly and accurately. We specialize in giving safety-sensitive employers the tools and information they need to make the most informed hiring decisions possible.

DRUG AND ALCOHOL TESTING

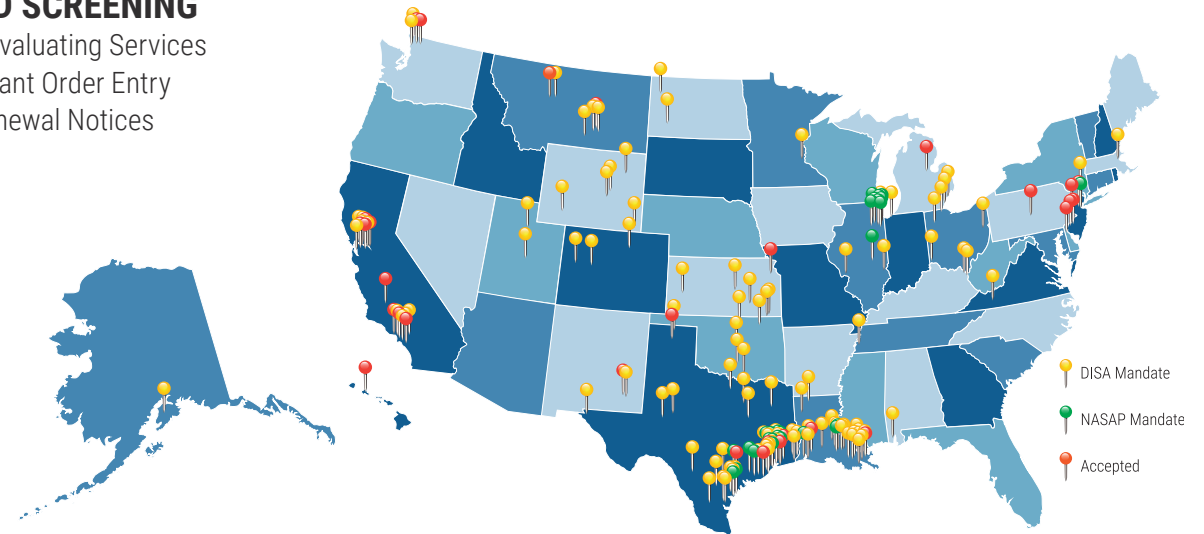
- Multiple Testing Methodologies and Extensive Panels-Urine, Hair, Oral Fluid
- Synthetics & Opioids
- Complete Chain of Custody Management
- Random Pool Selection and Management

BACKGROUND SCREENING

- Grading and Evaluating Services
- On-line Applicant Order Entry
- Automatic Renewal Notices

We Work Where You Do!

DISA's programs are mandated, NASAP mandated, or accepted in more than 320 facilities and upstream sites throughout the United States.





Complete Solutions for Drug & Alcohol Testing

DISA doesn't just manage drug testing – we pioneer and we innovate. Since 1986, we've made it our mission to develop drug testing solutions that stay ahead of the evolving demand of workplace substance abuse. By leveraging technology and industry-leading expertise, our solutions offer you a higher standard of testing, keeping you armed with the tools you need to make the best, most informed employment decisions possible for your business.

DISA will take your drug testing program to the next level, regardless of your industry or unique requirements. Take advantage of our multiple testing methodologies and expanded drug panels, while enjoying the benefits of our cutting-edge technology and best-in-business practices.

WHAT'S INCLUDED

- Complete Chain of Custody Management-Electronic Custody and Control Form (eCCF)
- Extensive Collection Site Network
- Expert Laboratory Analysis
- Random Pool Management
- Medical Review Officer (MRO) Services
- Compliance Assistance
- Online Scheduling, Tracking, and Reporting
- Policy Assistance and Management

TYPES OF TESTING

- Pre-Employment Testing
- Random Testing
- Post-Accident Testing
- Reasonable Suspicion Testing
- Return-To-Duty and Follow-Up Screening
- On-Site/Mobile Testing

METHODOLOGIES

- Urine Testing
- Hair Testing
- Oral Fluid Testing
- Evidential Breath Alcohol Testing

CUSTOMIZED PANELS

- Synthetics Testing
- Expanded Opioid Testing

DISA combines technology and screening innovations to deliver employee information quickly and accurately.

Background Screening for Informed Hiring Decisions

DISA provides a comprehensive line of background screening services. We provide a variety of individual background products, including those required by the DOT. DISA also offers specialized services, such as customized product packages, grading, and evaluating. Our background services are a valuable hiring tool for HR, safety, and security professionals across all industries.

- **AUTOMATIC RENEWAL NOTICES**
- **FCRA COMPLIANCE ASSISTANCE**
- **ONLINE TRACKING & REPORTING**
- **EXTENSIVE PROVIDER NETWORK**

- **APPLICANT ORDER ENTRY**
- **GRADING & EVALUATING**
- **CONTINUOUS DRIVER MONITORING**

BACKGROUND PRODUCTS SAMPLING

- E-Verify
- Social Security Number (SSN) Validity
- SafetyNet™ Criminal Jurisdiction Search
- Instant SSN & Address Trace
- State Driving Record
- Patriot Act
- U.S. Sex Offender
- Criminal History County & State

- Criminal History Federal Felony
- Civil Court History County & Federal
- Education Verification
- Employment Verification
- Personal Reference Verification
- Professional License Verification
- Credit Report
- DOT Testing & FMCSA Safety Performance History

Our services provide the most current and accurate data available with the fastest possible turnaround time.



Consolidated DOT Solutions for a Higher Standard of Compliance

DISA provides a unique, stand-alone resource comprised of consolidated DOT services that relieve the administrative burden for employers while making compliance programs more effective and easier to manage. DISA's DOT compliance services were designed to deliver a single-source compliance management experience for DOT employers, regardless of their governing agency.

- Federal Motor Carrier Safety Administration (FMCSA)
- Pipeline and Hazardous Materials Safety Administration (PHMSA)
- Department of Homeland Security (DHS)
- U.S. Coast Guard (USCG)

DRUG & ALCOHOL TESTING

- Random Pool Selection and Management
- Detailed Statistical Data Reporting
- Expansive Collection Site Network and Provider Management
- In-house Medical Review Officer
- SAMHSA Certified Laboratories
- 24/7 Post-Accident Testing Assistance
- Compliance Assistance

DRIVER QUALIFICATION FILE MANAGEMENT

- In-Depth DQ File Auditing
- Automatic Expiring Item Renewal Notices
- Automatic Document Population to DQ file
- Optional Electronic Driver Application and Record of Violation
- Optional Automated Record of Violations
- Automated Record of Annual Reviews
- Online DQ File Access for Auditors
- Expert Compliance and Audit Assistance

- Federal Railroad Administration (FRA)
- Federal Transit Administration (FTA)
- Federal Aviation Administration (FAA)

BACKGROUND SCREENING

- Pre-Employment Screening Program (PSP Report)
- MVRs (Motor Vehicle Reports)
- DOT Testing & FMCSA Safety Performance History
- CDLIS Report
- Criminal History Search
- FMCSA Clearinghouse Queries

FLEET MANAGEMENT & REPORTING

- IFTA Fuel Tax Reporting
- HOS Driver Log Auditing
- Licensing and Permitting
- Tax Recovery/Reverse Audits
- Form 2290 Tax Filing
- Toll Cost Analysis
- EOBR/E-Logs Analysis
- Out-of-Route Reporting

Industry-Leading Technology that Delivers a Distinct User Experience

DISA's programs and services are fully automated and managed through DISAWorks, our web-based management system. DISAWorks is a powerful compliance reporting and information management tool. This proprietary system gives employers the ease and convenience of real-time access to all their program and employee information, all with user-friendly functionality.

Controlling Foreseeable Risk

Continuous driver monitoring transforms the way an employer manages driver risk while reducing administrative burden, crashes, and cost over time. DISA Global Solutions is proud to provide a best-in-class driver monitoring solution with our valued partner Sambasafety. Data shows that ten percent of your drivers are responsible for 40 percent of your crashes, which translates to a loss of profit, increased downtime for equipment, and elevated hiring and training costs. Although not all drivers present the same risk, continuous driver monitoring helps employers identify violations before they result in crashes by getting insight into employee driving behavior that otherwise would've gone unnoticed.

- Gain full 12-month visibility into a driver's behavior
- Reduce risk and liability with real-time alerts on negative driver activity
- Increase employee retention through early intervention into negatively trending driver behavior
- Automate and enforce a consistent driver safety policy across your company
- Understand driver behavior across individuals and groups, and take proactive measures for improvement
- Protect your company, your employee, and your community with a culture of safety

Continuous driver monitoring will automatically alert you when a driver from your company receives a negative violation, going above and beyond your standard motor vehicle record (MVR), and also helps to address challenges often faced in the transportation industry, such as

- FMCSA Clearinghouse
- ELD Mandates/ELD Training Requirements
- Increased Road Congestion
- More Distracted Drivers
- New Vehicle Technologies
- Insurance Industry Under Pressure

Create A Culture Of Safety

- Bulk driver upload
- Custom driver groups
- Manage and update driver information
- Receive email alerts
- Set thresholds
- Normalized reporting state to state
- New activity alerts



**22% reduction in
monthly violations**

**14% reduction in
monthly crashes**

**32% reduction in
company risk
profile events**

Continuous monitoring changes driver behavior, which leads to fewer citations and incidents. Protect your organization's assets, brand and reputation with safer drivers.



Let DISA come to your facility, saving you the effort, time, and cost of sending each of your staff to a collection site.

Flexible Solutions to Preserve Productivity

On-site testing allows employers to plan around their schedule, minimizes downtime or disruptions to your day-to-day operations, and avoids the need for employees needing to leave the jobsite. Several employers realize cost efficiencies by testing multiple employees at one time, which eliminates travel time, expenses, and potential liability. Additionally, employers can utilize on-site and mobile collection units for onboarding to streamline the hiring process.

Our experienced staff is responsible for specimen collections, ensuring chain-of-custody procedures, and upholding absolute discretion and confidentiality with our donors and customers. DISA offers three different on-site collection options that work in a wide range of scenarios to meet your specific industry needs. Our on-site collectors can cover a variety of testing needs, including wall-to-wall or periodic, random, post-accident testing, job fairs, and more.

DISA'S CAPABILITIES

ON-SITE TEAM

DISA's on-site team members can deploy on a moment's notice and set up a secure drug and alcohol collection site in your facility. Trained under the strict guidelines of 49 CFR Part 40, they will ensure that the collection area is clean, private, secure, and meets all regulations.

SHORT-TERM

Short-term on-site drug and alcohol testing is best when testing large groups of employees at the same time. DISA can deploy mobile collection units that will work with you to meet the demands of your schedule. These units are available to come to your business for an afternoon, several days, weeks, or even months at a time. These are extremely popular during turnaround/outage season when facilities see an increase in contractors on-site and project managers want a quick and convenient testing solution.

LONG-TERM

For customers who want all of the benefits of short-term mobile collection units at their disposal anytime, our long-term on-site testing option can set up a mobile unit or trailer on your site for however long you may need it. At some facilities, DISA has installed semi-permanent mobile collection units or trailers for year-round testing. DISA offers trailers ranging from 20 to 40 feet and can accommodate larger groups.

Delivering Occupational Health Excellence

DISA can provide the occupational health services you need at your site in one of our convenient clinics, or one of the thousands of clinics in the DISA collection site network. Our professional staff includes experienced physicians, certified nurse practitioners, physician's assistants, registered nurses, and other dedicated and experienced medical professionals.

We're large enough to meet any challenging requirements, flexible enough to customize programs to meet your needs, and focused on delivering the best customer service. The comprehensive and convenient occupational health services listed below can all be made available 24/7 and/or at your site. DISA knows time is money, so we're there when you need us!

PHYSICALS

- DOT "Look-Alike" Physical
- DOT Physical
- Hazmat Physical
- Merchant Marine Physical
- Physical
- Asbestos Physical

VACCINATIONS

- Travel Consultation
- Vaccination - Hepatitis A
- Vaccination - Hepatitis B
- Vaccination - Japanese Encephalitis
- Vaccination - Measles
- Vaccination - Measles-Mumps-Rubella (MMR)
- Vaccination - Meningococcal
- Vaccination - Pneumococcal
- Vaccination - Polio (IPV)
- Vaccination - Rabies
- Vaccination - Tetanus-Diphtheria (Td)
- Vaccination - Tetanus-Diphtheria-Pertussis (Tdap)

- Vaccination - Twinrix (Hep A & B)
- Vaccination - Typhoid
- Vaccination - Varicella (Chicken Pox)
- Vaccination - Yellow Fever

OCCUPATIONAL MEDICAL

- Audiometric Testing
- Chest X-Ray 1 View (PA)
- Chest X-Ray 1 View (B Read)
- Chest X-Ray 2 View (PA and LAT)
- EEG (Electroencephalography)
- EKG(Electrocardiogram)
- Lumbar X-Ray
- MEQ Only (OSHA Questionnaire)
- Physical Abilities Exam

- Pulmonary Function Testing (Spirometry)
- Respiratory Fit Testing
- TB Skin Test (PPD)
- Urine Dip Stick
- Vision Ishihara
- Vision Titmu

LABS

- Lab Blood - Chem 23 Panel
- Lab Blood - Complete Blood Count
- Lab Blood - Comprehensive Metabolic Panel
- Lab Blood - HbA1c
- Lab Blood - Lead w/ZPP
- Lab Urine - Urinalysis
- Lab Blood - TB Blood Test



On-site Services Available
24/7/365

Call DISA today to schedule one of our on-site or mobile collectors to come out to your facility, boat, offshore platform, or accident site! We have certifications for helicopters, barges, and safety-sensitive site access.

Who Uses OMRT Services?

- Companies with domestic and/or international operations.
- Companies with pre-employment and/or random testing requirements.
- Companies that want automatic updates for medical certificates and background checks.
 - Ease of use and tracking
- Companies that need compliance assistance.
- Companies that prefer consolidated services and invoicing.
- DOT FMCSA Covered Job Functions.
 - DOT Physicals
- Industrial Contractors for pre-employment and/or annual Occ. Health testing requirements, due to:
 - Job function
 - Jobsite access

THE DISA DIFFERENCE

- **Price** - Easy and inexpensive. No redundant examination reviews. Self service, automatic system.
- **Clinic Network** - The most comprehensive clinic network and diverse service offering.
- **One-Stop-Shop** - Wide variety of services with consolidated billing, nationwide.
- **User-Friendly** - Quick, easy access to all recorded services needed by the employee and employer.
- **Automatic Inclusion** - Reducing duplicate efforts by automatically adding physicals to DQ files.

What is the DCC?

The DISA Contractors Consortium (DCC) manages the multitude of workplace screening requirements that contractor companies must meet to work at safety-focused worksites in diversified industrials and services. The DCC manages reciprocal policies and programs around the special requirements of various owners, operators, safety councils, or federal regulatory agencies. This unique ability reduces job-hopping and mitigates the need for multiple programs. The DCC makes compliance easier to manage and more cost effective.

The DCC supports the diversified industrials & services market including:

- Refining
- Chemical & Petrochemical
- Power Generation & Mining
- Exploration & Production
- Midstream & Liquefied Natural Gas (LNG)
- Infrastructure Services

These consortiums manage short-term drug testing requirements (e.g. urinalysis or oral fluid testing), long-term drug testing requirements (e.g. hair testing), as well as background screening for multiple owners and operators across several industries.



Diversified Industrials & Services

Used by owners and contractor companies in multiple industries including, refining, chemical, petrochemical, and power generation. Our largest consortiums are mandated or accepted at 194 facilities across the U.S.



Midstream, LNG, Exploration & Production

Used by owners and contractors to manage contractor compliance and federally regulated DOT requirements, these consortiums are mandated or accepted in the U.S. at 64 onshore and offshore facilities.



Other Industries

DISA Consortiums continue to expand and serve new markets. Since its inception, the DCC has grown to include owner/operators in several other industries including mining, power, and infrastructure.





Working with DISA's 300+ Owner Sites

When the DISA Contractor Consortium (DCC) is chosen to manage contractor compliance for an owner/operator, everyone benefits!

Owners see less administrative burden, contractors save more than \$28 Million in employee testing fees avoided by verification, and employees get on site quicker and may be subject to fewer random tests vs. being enrolled in individual programs with multiple sites. The DCC makes it easier for contractors to remain compliant with the employee screening requirements of multiple owners/operators.

DISA'S OWNER REPORT

DISA Global Solutions launches a quarterly Owner Survey focused on trending topics/challenges to provide facility owners with specific industry insight so that they can make better, more informed decisions for their businesses. By collecting, organizing, and reporting on workplace safety practices from owners, employers gain new knowledge by comparing their own practices to help adjust their policies to meet industry standards.

*Owner Survey results are confidential and are not shared, except when included in a high-level analysis. 70+% of owners that participated are using DISA Global Solutions in some capacity for drug testing.

Would you like to participate in the Owner Survey?

If you're an owner or operator and would like to participate in our upcoming quarterly 2023 surveys, please email ownersurvey@disa.com. Participants will receive a report highlighting how their answers compare to the 2023 Owner Survey participants, along with a custom analysis. They will also be included in the quarterly 2023 Owner Survey data sets.

Create a Culture of Safety in Your Workplace



MARIJUANA LAWS BY STATE

Marijuana laws are changing at a rapid pace across all 50 states, making things a bit confusing at times. In order to keep up with the ever-changing laws, DISA has provided this interactive map for information on legalization, medical use, recreational use, and anything in between. DISA updates this interactive map monthly.

www.disa.com/statemap



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