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Top reasons people choose to do business with H & S Business Services for their Drug Testing and Background Check needs:

1. Outstanding Personalized Customer Service

- **You do not need to call the labs directly and be put on hold for 20 minutes or more to get a result of a test run a week ago! You can call H & S Business Services and get results directly. We will call you by YOUR name and not by your account number. Your needs will be addressed in a timely matter and you will not get the run around. Furthermore, you will always have access to your personal account manager, including his/her personal cell phone number to reach them 24/7! NOW THAT'S SERVICE!**

2. Flexible Reporting Options

- **You can choose how you want your results sent to you. You can receive results via phone, fax, and e-mail for your convenience. You can also specify that negative results go to one location/person and positives go to a different location/person. It is up to you.**

3. Alternative Testing Methods

- **Urine drug screening is the most common form of screening, but not always the most effective. In order to maximize the effectiveness of your drug free workplace program, sometimes a combination of urine, hair and saliva methods are best. We will coordinate the best and most cost efficient program for your company and also educate you on**

different labs and how they test so you can decide what labs you would like to use. (Yes, you have a choice!)

4. Access To Employee Assistance Programs

- **The goal is not to find out who is using drugs and fire them, it is to get them help. We have access to thousands of treatment providers all over the country. This is a great added service to your employees. This is also important to show your employees that you care are about them and that you count on them as people. This service is included at NO charge to you, and the return is HUGE!**

5. Blind Specimen Audits of Laboratories

- **Laboratories occasionally make mistakes. We routinely send specimens spiked with illegal drugs and test the labs to make sure their machines are working properly. The proper calibration of the lab's machines is always challenged. Submitting blind specimens is a way we make sure the labs do their jobs.**

6. Independent Review of ALL Drug Test Results

- **This is extremely important part of what H & S Business Services offers our clients. The Medical Review Officer (MRO) is the gatekeeper and your safeguard for accurate and reliable results. Why would you want to assume the risk of reporting results, some of which are positive, without a licensed trained doctor reviewing the lab's work, and contacting the donor as needed? The results you are given are signed off by the MRO and are legally defensible documents. All of our urine drug tests are sent to our MRO. DOT or NON DOT are treated the same and MRO services are included in the price.**

7. Random Testing Management

- **Many companies have started random drug screening. We have state-of-the-art random computing software that allows**

your company to have people chosen at any frequency and at any testing rate. This program is part of a successful, total drug free workplace program and required for DOT testing.

8. State and Federal Regulations Updates

- **How can you be expected to keep track of the different laws in every state and county? Simple, you can't. That is our job! We keep you abreast of changes and new updates as we get them. If they affect your company, you will be notified.**

9. Training

- **Training is a major part of a successful drug free workplace program. Training involves the following:**
 - 1. Supervisors**
 - 2. Employees**
 - 3. HR/ Benefits**
 - 4. Executives/Board Members**
 - 5. Employee's Families (part of the EAP program we offer)**

10. Turnkey DOT Compliance Program

- **Our most successful package. If you are regulated under the Department of Transportation, your company must be implementing drug screening. We offer a full turnkey compliance package for every DOT mode. Employees who are regulated by DOT and not undergoing testing are subject to thousands of dollars in fines! We can help you get you and keep you in compliance in less than 48 hours.**

Please visit us online at:

www.drugfreenetwork.org

Or call us toll free at (888) 343-6673 for more info.