



2021 Annual Report on SUBSTANCE USE TESTING BY MAINE EMPLOYERS

March 2022

*Submitted to the Maine Legislature by
Maine Department of Labor, Bureau of Labor Standards*

MAINE
DEPARTMENT OF
LABOR
Bureau of Labor Standards

Substance Use Testing by Maine Employers 2021

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This publication is available at: https://www.maine.gov/labor/labor_laws/substanceusetesting/index.html

Overview

The Maine Department of Labor (MDOL) is submitting this report to the Joint Standing Committee on Labor and Housing in accordance with the Maine Substance Use Testing Law, 26 M.R.S. §690. The Maine Substance Use Testing Law was enacted in 1989 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 treatment, and to eliminate drug use in the workplace.

This report pertains only to employer testing activities performed under Maine Law; it is not a comprehensive study of workplace substance use testing because it does not include individuals who are tested under federal testing programs, which are outside the scope of Maine's testing law. Further, it does not include non-federally regulated employee testing data from some employers who have been exempted under an amendment to the Maine law. Employers who are exempted from the Maine law include employers who have federal drug and alcohol testing programs and are required to test safety-sensitive positions falling under federal regulations.

The COVID-19 pandemic continued to have a profound impact on workplaces during 2021. Drug and alcohol testing presented additional challenges for many employers; both in complying with federal, state, and local protocols for keeping their employees safe and in maintaining the validity of their testing programs.

Practice

The administration of the Maine Drug Testing Law is a collaborative effort of the following agencies:

Maine Department of Labor, Bureau of Labor Standards (BLS)

Reviews and approves substance use testing policies.
Collects the annual reports of substance use testing.
Analyzes testing data and publishes this annual report.

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

Responsible for the licensing of laboratories that Maine employers can use for testing of controlled substances. For a list of approved testing laboratories, contact the Maine Department of Labor.

Department of Health and Human Services, Division of Licensing and Certification

Any employer with more than 20 full-time employees must have a functioning Employee Assistance Program (EAP) prior to testing their employees, as stated in 26 M.R.S. §683(1). The EAP must be certified by the Department of Health and Human Services and certification must be renewed every two years.

Any employer desiring to undertake substance use testing of current or prospective employees, other than those tested under federal regulations, must submit a substance use 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.

Policy templates developed by the Maine Department of Labor help employers develop substance use policies for their workplaces and make it easier for the MDOL to review company policies. The current policy templates are available on the MDOL website:

https://www.maine.gov/labor/labor_laws/substanceusetesting/policytypes/index.html

Mandatory Reporting

Each employer with a drug testing policy approved by the Maine Department of Labor (see Table 5) is required to report its testing activities annually. This is accomplished via a mandatory survey conducted by the Department. Survey notices are presented to all employers with active policies at the beginning of each year to ensure accurate data collection of all testing done in the previous year.

Information gathered from 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. Survey data are processed directly into this report.

Results by Type of Test

Table 1 provides the results of employer drug testing in 2021 based on the types of drug tests that were conducted. They include:

Applicant Testing

Applicant testing is for individuals who have been offered employment with a company or placed on a roster of eligibility for employment. Testing is conducted before the individual is hired.

Employee Testing: Probable Cause

Probable cause testing is conducted where reasonable grounds exist to believe that an existing employee may be under the influence of a substance.

Employee Testing: Random/Arbitrary

Random testing is a method of selection in which all employees have an equal potential of selection by random chance. Some employers with random testing policies select from their pool of safety or performance sensitive positions, while most employers include all employees in the selection process. Arbitrary testing is based on criteria unrelated to substance use, such as the anniversary of hire date or client requirement.

Note on marijuana testing:

1. The percentage of positive results for marijuana has been consistent in pre-employment testing for years, even prior to the legalization of marijuana. More recently, however, many employers are now disregarding positive results or are at least accepting medical cards as a reasonable explanation for the positive results.
2. The number of positive test results for marijuana has increased in random testing. Because it is legal, people may use marijuana responsibly off duty, then be chosen at random to be tested, and so end up testing positive.

Table 1. Results by Type of Test

	Applicant Tests	Applicant Percent Positive	Probable Cause Tests	Probable Cause Percent Positive	Random/ Arbitrary Tests	Random/ Arbitrary Percent Positive
Total Tests	21,925		52		251	
Total Invalid Tests	35	0.2%	0	0.0%	0	0.0%
Total Positive Results	2,385	10.9%	16	30.8%	19	7.6%
Cannabinoids	2,171	91.0%	8	50.0%	13	68.4%
Amphetamines (includes Methamphetamines, MDA, MDEA, MDMA)	113	4.7%	3	18.8%	1	5.3%
Cocaine	42	1.8%	2	12.5%	2	10.5%
Benzodiazepines	20	0.8%	1	6.3%	0	0.0%
Methadone	18	0.8%	0	0.0%	1	5.3%
Opiates (includes morphine, codeine, and heroin)	13	0.5%	0	0.0%	0	0.0%
Barbiturates	6	0.3%	0	0.0%	0	0.0%
Alcohol	2	0.1%	2	12.5%	2	10.5%
Phencyclidine (PCP)	0	0.0%	0	0.0%	0	0.0%
Methaqualone	0	0.0%	0	0.0%	0	0.0%

Results by Industry

Table 2 shows testing results for each industry, based on the North American Industrial Classification System (NAICS) code. The Services industry conducted the most tests in 2021. The highest percentage of positive results were reported by the “Other” industry with 62.8 percent. “Other” industry includes the following: Agriculture, Farming, Fishing, Logging, Mining, and support activities for each.

Table 2. Results by Industry				
Industry	Policies	Tests Conducted	Positive Results	Percent Positive
All Industry	400	22,228	2,420	10.9%
Construction	54	969	128	13.2%
Heavy Construction	13	301	54	17.9%
Other Construction	41	668	74	11.1%
Manufacturing	85	6,938	1,331	19.2%
Electronic/Electrical Equipment	6	166	9	5.4%
Food Products	7	590	91	15.4%
Paper Products	6	557	32	5.7%
Plastics and Rubber	7	518	75	14.5%
Wood Products	14	326	80	24.5%
Other Manufacturing	45	4,781	1,044	21.8%
Other	7	113	71	62.8%
Other	7	113	71	62.8%
Services	169	9,694	442	4.6%
Health Care and Social Assistance	34	5,991	133	2.2%
Professional/Scientific/Tech Services	25	134	14	10.4%
Other Services	110	3,569	295	8.3%
Trade	66	4,288	421	9.8%
Retail	31	3,715	410	11.0%
Wholesale	35	573	11	1.9%
Transportation and Public Utilities	19	226	27	11.9%
Transportation and Public Utilities	19	226	27	11.9%

Results by Substance

Table 3 shows the results of testing in 2021 by substance. Many employers use a common five-panel test including Cannabinoids, Amphetamines, Cocaine, Opiates, and Phencyclidine. In 2021 tests, 10.9 percent of tests had a positive result. Cannabinoids accounted for 90.4 percent of all positive test results.

Table 3. Results by Substance					
Substance	Employers Testing	Total Tests	Total Positives	Percent Positive	Percentage of Positives
All Substances	288	22,228	2,420	10.89%	
Amphetamines	287	22,203	117	0.53%	4.8%
Cocaine	287	22,203	46	0.21%	1.9%
Opiates	286	22,043	13	0.06%	0.5%
Phencyclidine	279	22,024	0	0.00%	0.0%
Cannabinoids	217	16,927	2,187	12.92%	90.4%
Barbiturates	177	10,739	6	0.06%	0.3%
Benzodiazepines	174	10,687	21	0.20%	0.9%
Methadone	161	10,438	18	0.17%	0.7%
Methaqualone	127	5,291	0	0.00%	0.0%
Alcohol	35	901	6	0.67%	0.3%

Substances currently approved for drug testing under Maine law not listed but included with specific substance listed above:

Amphetamines: Methamphetamines, MDA, MDEA, MDMA

Cannabinoids: THC

Opiates: Codeine, Heroin, Morphine

Year-by-Year Results

Regulation of testing for use of controlled substances has been in effect under Maine law since September 30, 1989. Since then, results have been collected every year. The number of employers with approved policies increased steadily until the last few years. The highest percentage of positive tests occurred in 2021, with 10.9 percent. The lowest percent positive was 2.0 percent, occurring in 1993.

Chart 1. Number of Employers w/ Active Policies

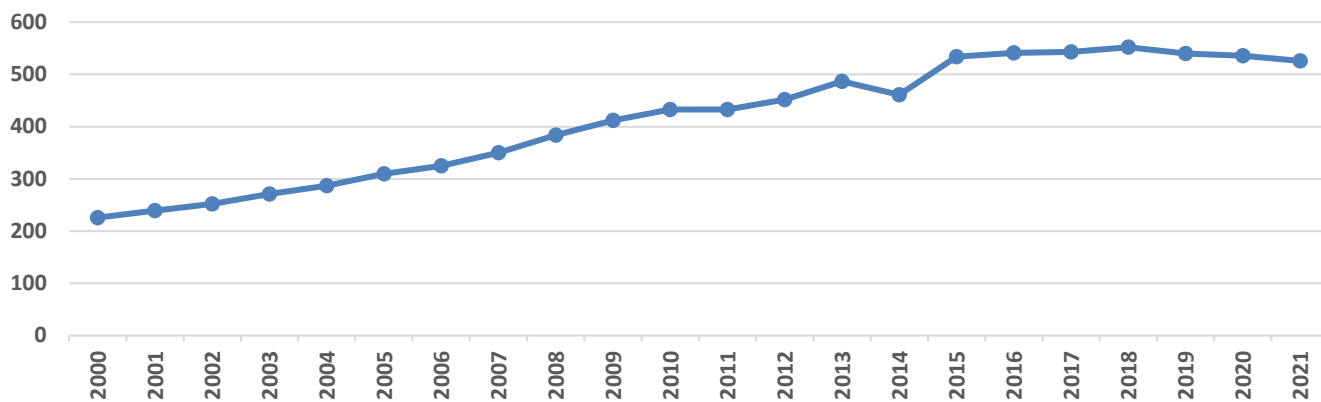


Chart 2. Total Tests

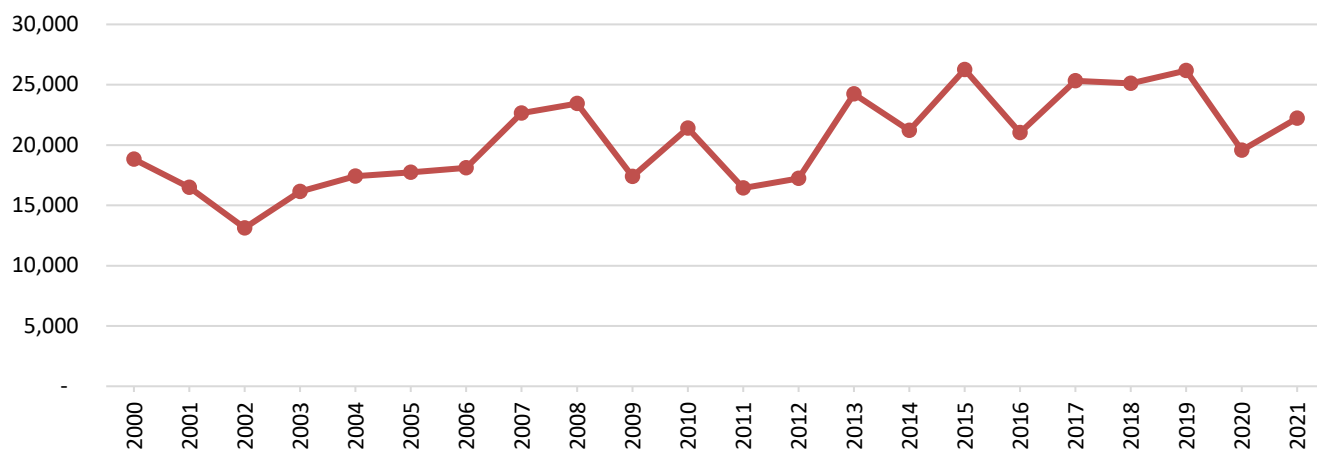


Chart 3. All Tests Percent Positive

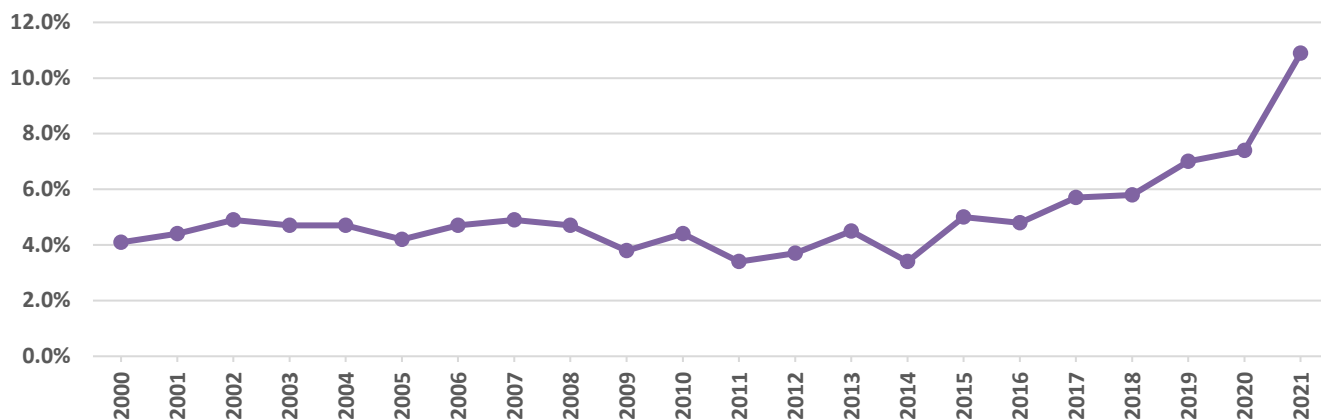


Chart 4. Applicant Testing Percent Positive

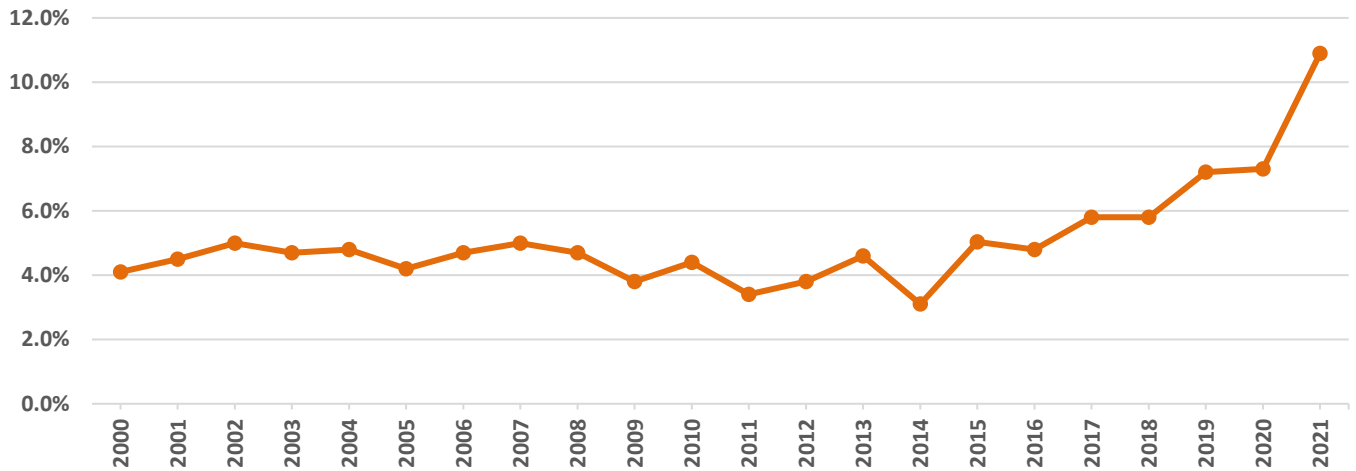


Chart 5. Probable Cause Testing Percent Positive

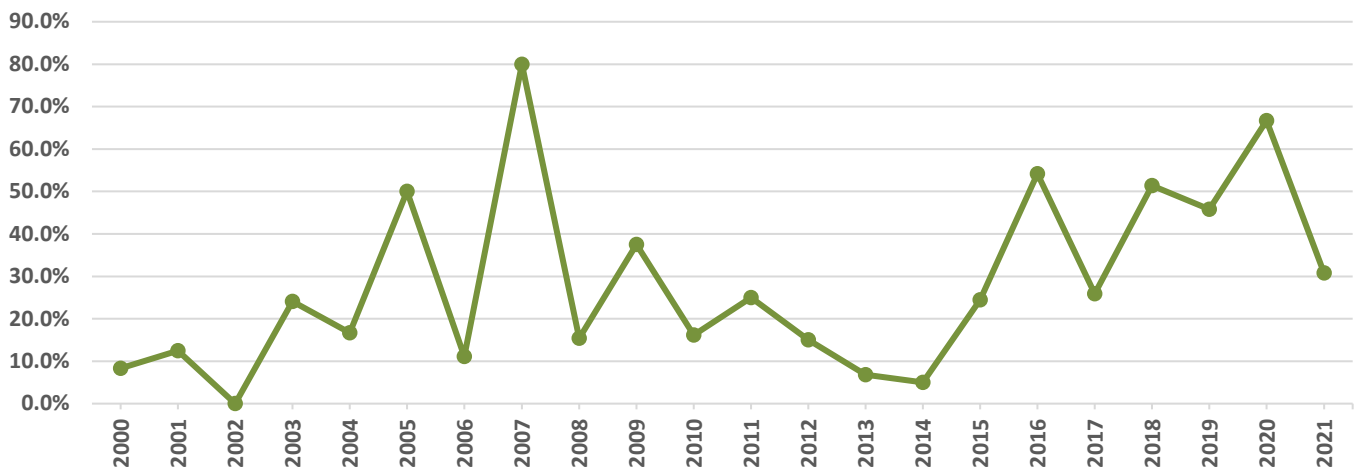


Chart 6. Random Testing Percent Positive

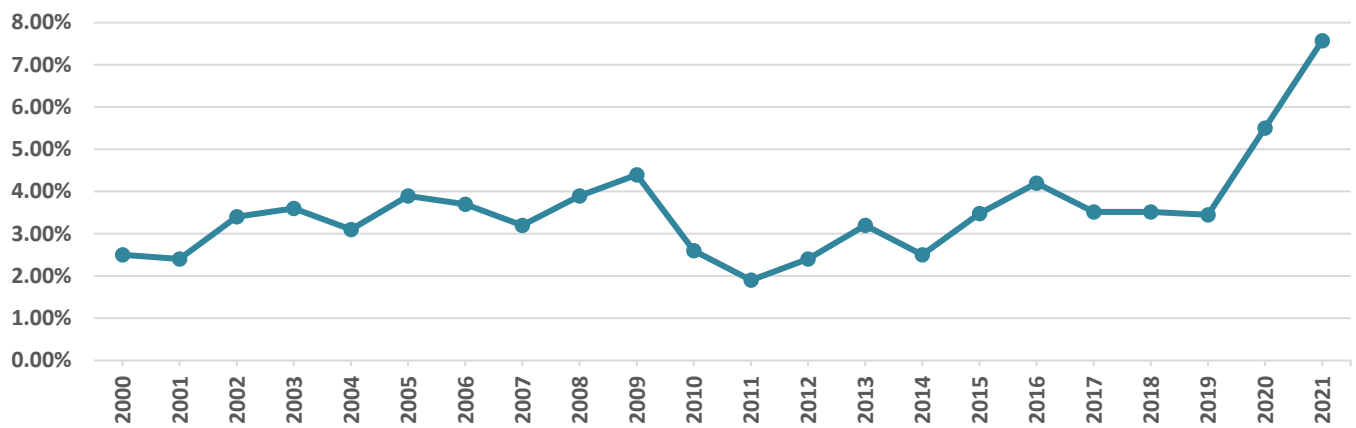


Table 4. Overview

Year	Number of Employers w/ Policies	Total Tests	Total Positives	Total Percent Positive	Applicant Tests	Applicant Positives	Applicant Percent Positive	Probable Cause Tests	Probable Cause Positives	Probable Cause Percent Positive	Random Tests	Random Positives	Random Percent Positive
2021	526	22,228	2,420	10.9%	21,925	2,385	10.9%	52	16	30.8%	251	19	7.6%
2020	536	19,565	1,443	7.4%	19,190	1,406	7.3%	27	18	66.7%	347	19	5.5%
2019	540	26,173	1,843	7.0%	25,048	1,794	7.2%	24	11	45.8%	1,101	38	3.5%
2018	552	25,113	1,455	5.8%	23,999	1,399	5.8%	35	18	51.4%	1,079	38	3.5%
2017	543	25,310	1,441	5.7%	23,835	1,372	5.8%	54	14	25.9%	1,421	55	3.9%
2016	541	21,020	1,019	4.8%	19,956	962	4.8%	24	13	54.2%	1,040	44	4.2%
2015	534	26,258	1,308	5.0%	25,059	1,257	5.0%	45	11	24.4%	1,153	40	3.5%
2014	461	20,864	698	3.3%	19,536	609	3.1%	11	5	45.0%	1,317	33	2.5%
2013	487	24,225	1,100	4.5%	23,284	1,068	4.6%	44	3	6.8%	897	29	3.2%
2012	452	17,229	634	3.7%	15,938	602	3.8%	20	3	15.0%	1,271	30	2.4%
2011	433	16,439	545	3.4%	15,580	532	3.4%	12	3	25.0%	847	16	1.9%
2010	433	21,388	931	4.4%	20,267	897	4.4%	39	6	16.2%	1,082	28	2.6%
2009	412	17,399	666	3.8%	16,719	631	3.8%	16	6	37.5%	664	29	4.4%
2008	384	23,437	1,086	4.7%	22,477	1,045	4.7%	13	2	15.4%	947	37	3.9%
2007	350	22,641	1,110	4.9%	21,700	1,076	5.0%	5	4	80.0%	936	30	3.2%
2006	325	18,112	853	4.7%	17,364	824	4.7%	18	2	11.1%	730	27	3.7%
2005	310	17,742	749	4.2%	16,876	706	4.2%	18	9	50.0%	863	34	3.9%
2004	287	17,428	826	4.7%	16,702	803	4.8%	6	1	16.7%	720	22	3.1%
2003	271	16,129	761	4.7%	15,345	727	4.7%	29	7	24.1%	755	27	3.6%
2002	252	13,128	642	4.9%	12,595	624	5.0%	10	0	0.0%	523	18	3.4%
2001	239	16,492	730	4.4%	15,947	716	4.5%	8	1	12.5%	537	13	2.4%
2000	226	18,827	765	4.1%	18,164	748	4.1%	12	1	8.3%	651	16	2.5%

Table 5. Employers with Active Policies in 2021

NOTE: Out of the 526 policies in 2021 that were approved and active, only 400 employers responded to the mandatory survey in the time allotted, leaving 126 employers that did not respond. Of the 400 that responded, 112 were employers that did not conduct any testing in 2021.

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
A Plus Party Rental	1/26/2018		2/6/2018	YES
AAA Northern New England	6/20/2018	6/20/2018	6/20/2018	NO
Aaron's, Inc.	12/12/2017			NO
ABB, Inc.	10/18/1990	5/29/2014		YES
ABC Supply Co., Inc.	12/2/2009	12/2/2009		YES
ABF Enterprises, LLC	10/12/2006			NO
Acme Monaco Corporation	1/7/2003			YES
Adecco USA, Inc.	1/18/2017			NO
ADUSA Distribution, LLC_So. Portland	5/18/1993	7/25/2000		YES
ADUSA Distribution, LLC_Winthrop	5/18/1993			YES
Advantage Sales & Marketing, LLC	5/4/2016			YES
Aetna, Inc.	2/16/2000			NO
AG World Support Systems, LLC	3/25/2010			YES
Agren Appliance Service Corporation			12/13/2016	YES
Air Temp, Inc.	8/6/2003			YES
Alexander & Associates Co.	3/26/2013	4/1/2003		YES
All Source PPS, Inc.	10/14/2014			NO
All States Construction, Inc.	5/12/2014	5/12/2014		YES
Alltrista Plastics, LLC	4/23/2019	4/23/2019		YES
American Aerial Services, Inc.	9/24/2018	9/24/2018	9/24/2018	NO
American Forest Management	7/2/2008			NO
American Industrial Construction, LLC	4/15/2011	6/16/2011	6/16/2011	YES
American Red Cross	8/22/2005			NO
American Rheinmetall Systems, LLC	11/19/2020			YES
American Steel and Aluminum, LLC	9/7/2018			NO
AmeriCold Logistics	1/18/2008			NO
Androscoggin Home Healthcare & Hospice	3/3/2010	3/3/2010	7/23/2020	YES
Anything Goes for Us, Inc.	10/12/2018			YES
Aroostook Area Agency on Aging, Inc.	2/3/2020			YES
ASAP Enterprises, Inc.	7/16/2019			YES
Ashfield Healthcare, LLC	5/25/2016			YES
ASRC Federal Holding Company	6/23/2011			YES
Asset Companies	5/25/2018			NO
Associated Grocers of New England, Inc.	5/3/2011			YES
Auburn, City of	6/9/1994			YES

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
Auxilio Solutions, Inc./CTEK Solutions, Inc.	5/1/2017			NO
AWS, Inc.	2/24/1999			YES
B & M Baked Beans	9/4/2002			NO
Backyard Farms, LLC	12/5/2019	12/5/2019	12/5/2019	YES
BAE Systems	6/4/2014	6/4/2014		YES
Baileyville, Town of	10/29/2009	7/22/2002	7/22/2002	YES
Balance Professional, Inc.	5/10/2011			NO
Bancroft Contracting Corporation	2/1/1994			YES
Bangor International Airport	9/13/2018	9/13/2018	9/13/2018	YES
Bath Iron Works	12/30/2019	12/30/2019	12/30/2019	YES
Bath Water District	1/29/2003			YES
Bausch Health US, LLC/Bausch Health Companies, Inc	11/8/2017			YES
Beacon Roofing Supply	2/7/2007			YES
BEPC, Incorporated	10/5/2021			YES
Berkley Insurance Company	7/2/2013			YES
BJ's Wholesale Club, Inc.	6/9/1994			NO
Blake Group, The	12/21/1998	12/21/1998		YES
Blue Hill / Surry Transfer Station		3/30/2016		NO
Bob's Discount Furniture, LLC	3/11/2004			NO
Boise Cascade Company	6/3/2009	10/5/2009	1/27/2017	YES
Bonney Staffing Center	1/7/2019			YES
Brewer Housing Authority	9/11/2008			YES
Brewer Veterinary Clinic, PA	8/8/2014			NO
Brewer, City of	12/12/2000			YES
Bridgton, Town of	3/21/2016			NO
Brock & Scott, PLLC	9/6/2018			YES
Brock Services, LLC	12/16/2019	12/16/2019	12/16/2019	YES
Brookfield Renewable	1/22/2016			YES
Brown Appliance and Mattress, Inc.			2/2/2017	YES
BSC Cleaning Services	6/24/2015	10/21/2015		NO
Bullrock Solar, LLC	8/5/2021	8/5/2021		YES
BWE, LLC	1/16/2008			NO
Cabela's, LLC	1/15/2008			NO
Calais Community Hospital	9/1/2016			YES
Calais, City of	6/3/2003			YES
Canine Company	3/10/2016			YES
Canuvo, Inc.	3/4/2016	3/14/2016		YES
Capital Area Staffing Solutions, Inc.	9/7/2006			YES
CareerStaff Unlimited	10/11/2018			YES
Carlos Lopez & Associates, LLC	9/2/2016	9/13/2016	9/13/2016	NO
Carrier Chipping, Inc.	7/23/2014			YES

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
CAS Services, Inc.	6/17/2014			YES
CDM Constructors, Inc.	6/27/2019	7/5/2019	7/5/2019	YES
Centra Healthcare Solutions	7/19/2018			NO
Central Maine Conditioning Clinic, Inc.	3/1/2011	6/15/2011		YES
Central Maine FCU	3/26/2009			YES
Central Maine Healthcare Corporation	11/22/2019	2/11/2019	2/11/2019	YES
Charter Communications, LLC	1/20/2004			YES
CHEP Services	2/3/2012	12/17/2012		YES
CHG Medical Staffing, Inc.	11/30/2012			YES
Citra Health Solutions	9/12/2017			NO
Cives Steel Company	11/30/2018	11/30/2018		YES
CN Brown Company	6/6/2001			YES
Coca-Cola Bottling Co. of Northern New England	12/29/1992	8/17/1993		YES
Columbia Forest Products, Inc.	8/15/2018			YES
Comcast Corporation	5/8/2018			YES
Commercial Delivery Systems, LLC	5/13/2005	6/24/2005	6/24/2005	YES
Commercial Divers, Inc.	7/31/2020	7/31/2020		YES
Commercial Installation Corporation			8/24/2020	NO
Community Pharmacies LP	2/28/2011			YES
Companion Care Partners, LLC	9/9/2021			NO
Complete Labor and Staffing, LLC	3/25/2020			YES
Compunnel Software Group, Inc.	11/8/2018			NO
Conduent Incorporated	3/3/2017			YES
Consigli Construction Company, Inc.	8/31/2017			YES
Contech Engineered Solutions, LLC	6/17/2006			YES
COR Health Services, LLC	6/30/2020			YES
Core-Mark New England	1/27/2017			NO
CoreMedical Group	6/6/2019			YES
Corning Incorporated	9/17/2019	11/18/2019		YES
Corporate Employment Resources, Inc.	9/30/2016			YES
Coutts Bros, Inc.	9/27/2013			YES
CoWorx Staffing Services, LLC	3/14/2007			YES
CPK Manufacturing, LLC	11/13/2018			YES
CPM Constructors	5/9/2007			YES
Craft Beer Guild Distributing of Maine, LLC	1/14/2016	1/19/2016	10/15/2013	YES
CRI-SIL, Silicone Technologies, LLC	10/24/2000			YES
Crooker Construction, LLC	4/20/2017			YES
Crystal Clear Communications	4/16/2009			YES
CSC ServiceWorks, Inc.	2/14/2019			YES
Cummins Northeast, Inc./Cummins Sales and Service	10/13/2010			YES
CVS Pharmacy, Inc.	11/30/2016			NO

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
D & G Machine Products, Inc.	7/31/1991			YES
Daaquam Lumber Maine, Inc.	8/10/2007	8/10/2007		YES
Damon Insulation Co. Inc.	9/9/2016	9/20/2016	9/20/2016	YES
Damon Mechanical Services	4/13/2005			YES
Danforth Habilitation Association	2/27/2015			YES
Dave's Appliance, Inc.	12/28/2015		12/28/2015	NO
Davey Tree Expert Company, The	10/24/2008	10/24/2008	10/24/2008	YES
Dawnland, LLC	3/31/2017	5/8/2017	5/8/2017	YES
Dealer Tire, LLC	5/6/2021	5/6/2021	5/6/2021	YES
Dean Foods	5/20/1998			NO
Delaware Resource Group of Oklahoma, LLC	2/14/2020			YES
Deluxe Corporation	11/23/2015			YES
Dennis Beverage Company	1/24/2019			YES
Dingley Press, LLC, The	2/7/2018			YES
Direct Mail of Maine, Inc.	6/25/2014	8/12/2014	8/12/2014	YES
DISH Network, LLC	5/7/2021			YES
Diver Down Underwater Services	12/4/2001			NO
DL Thurrott, Inc.	1/28/2002			YES
Dock Guys, LLC	5/1/2019			YES
Douglas Dynamics, LLC	2/23/2012	3/5/2012		YES
Down East Toyota	2/9/2000			YES
Dr. Eunice Nelson Baumann Home	10/26/2018			NO
Dragon Products Company	5/28/2019	5/19/2011	5/28/2019	YES
DT Developers, Inc.	8/28/2017			NO
Ducktrap River of Maine, LLC	8/15/2018			YES
Dunnett, Inc.			11/15/2019	YES
DuPont Nutrition & Bioscience	3/22/1990	5/18/1993	5/18/1993	NO
Duratherm Window Corporation	10/8/2003			NO
Duvaltex US / True Textiles, Inc.	1/17/2019			YES
Dynamic Air Corporation		11/14/2017		YES
Dysart's Service	9/14/2017			YES
East Coast Communications, LLC	12/1/2014			YES
East Point Eldercare Services, Inc.	3/26/2013	3/14/2014	3/14/2014	YES
Eastern Fire Protection/Eastern Sprinkler Services	10/8/2003			NO
EC&R Services, LLC	6/27/2016			YES
EcoClean, LLC	6/9/2017			YES
Edward Jones	8/27/2019	10/16/2015		YES
Eimskip-PTI, Inc.	8/2/2018			NO
Electronic Mobility Controls, LLC	3/31/2010			YES
Ellen M. Leach Memorial Home	6/21/2012			YES
Elmet Technologies, LLC	2/16/2018			YES

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
Emery Waterhouse Company, The	4/8/1998			NO
Encompass Health	10/20/1997			YES
Energy & Resource Solutions, Inc.	9/17/2012	9/17/2012		NO
Ensemble RMC, LLC	1/8/2021			NO
Enterprise Engineering, Inc.	2/21/2019	2/26/2020	2/26/2020	YES
Enterprise Logic, Inc.	10/12/2017			YES
Ernest R Palmer Lumber Co., Inc.	7/25/2014		3/10/2015	YES
ES Boulos Company	6/2/1998			YES
ESOCO Orrington, LLC	6/9/2021			YES
Essex Power Services, Inc.	5/22/2018			YES
Eurovia Atlantic Coast, LLC dba Northeast Paving	2/4/2020	2/4/2020	2/4/2020	YES
Everett J. Prescott, Inc.	2/25/2000			YES
EVO Payments International, LLC	4/4/2018			YES
EWIE Co., Inc.	6/19/2014	6/19/2014		YES
Exela Enterprise Solutions, Inc.	8/10/2015			YES
FDH Velocitel	9/12/2016	9/23/2016		YES
Federal Marine Terminals, Inc.	3/25/2009	3/25/2009	3/25/2009	YES
Fiber Materials, Inc.	6/27/1990			NO
Fiberlight, LLC	9/21/2018			NO
First Advantage Corporation	5/24/2021			YES
First Protection Services, Inc.	2/18/2004	5/13/2008	9/16/2009	YES
FirstLight Fiber, Inc.	12/3/2003	9/27/2006	9/27/2006	NO
Flemish Master Weavers, Inc.	11/21/1990			YES
Forest Avenue Veterinary Hospital	9/15/2009			NO
Formtek, Inc.	1/31/2019			YES
Fortin's Hardware & TV, Inc.		7/10/2017	7/10/2017	NO
Fresenius Medical Care	4/22/2011	11/5/2013		YES
Frisbie Memorial Hospital	1/22/2018	4/4/2018		NO
Future Agency, LLC	7/2/1996			YES
G & G Products, LLC	10/25/2016			YES
GAC Chemical Corporation	8/19/2005			YES
Ganneston Construction Corporation	1/14/2009			YES
Gardner Enterprises, Inc.	7/23/2009			YES
Garmin International, Inc.	3/15/2016			YES
GC Renovations, Inc.	6/14/2017	6/26/2017		NO
GE Power & Renewable Energy	2/6/2019	2/6/2019		YES
General Dynamics OTS	8/17/2018	8/17/2018		NO
General Electric (Bangor)/GE Power	2/6/2019	2/6/2019	2/6/2019	YES
Genplex, Inc.	9/15/2009			YES
Gissing North America, LLC	2/2/2018			YES
Global Secure Shipping	12/20/2019			NO

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
Gorham Sand & Gravel, Inc.	6/21/2010			YES
Granite Inliner, LLC	4/18/2019	11/16/2012	4/18/2019	YES
Gray Water District	3/29/2018			YES
Great Falls Builders, Inc.	11/17/2006			YES
Green Valley Association	10/24/2013			YES
Griffin Greenhouse Supplies, Inc.	1/29/2016	6/13/2012		YES
Guardian Pharmacy, LLC	6/4/2010			YES
H R Beal & Son, Inc.	3/14/2014			YES
Hale Trailer Brake & Wheel, Inc.	8/6/2003			YES
Haley Ward, Inc.			4/11/2017	YES
Haley's Metal Shop, Inc.	1/8/2004	5/9/2007		YES
Hammond Lumber Company_EBS	9/25/1990			YES
Hampden Public Safety	9/30/2020			YES
Hancock Lumber Company	4/29/1991			YES
Hanger, Inc.	3/3/2010			YES
Harbor Bait, Inc.	2/26/2020	2/26/2020	2/26/2020	YES
Harbor Management Corporation	7/31/2018			YES
HarborOne Mortgage, LLC	3/21/2016			YES
Hayes Pump	1/22/2015			NO
Helical Solutions, LLC	4/27/2017			YES
Hire Dynamics, LLC	11/2/2020			YES
Hollywood Casino Hotel & Raceway	6/29/2005			YES
Holy Donut, Inc., The	12/20/2019			YES
HomeExperts of Maine, Inc.	3/30/2015			NO
Horizon Solutions, LLC	12/15/2010			YES
Hospice of Southern Maine	4/9/2020			YES
Houlton Police Department	10/19/2007			NO
Howard Lee Schiff, P.C._Law Office	11/25/2019			YES
HP Fairfield, LLC	7/13/2021			YES
HP Hood, LLC	5/15/2003			NO
Huber Engineered Woods, LLC	4/29/1991	4/29/1991	11/1/2016	YES
Huhtamaki, Inc.	11/3/2021	3/5/2020		YES
Hunting Dearborn, Inc.	3/27/2017	3/27/2017	3/27/2017	YES
Hussey Seating Company	2/9/2018			YES
Huttig Building Products	1/14/2009	1/14/2009	1/14/2009	YES
HW Temps, Inc.	3/21/2012			YES
Hynes Group, The	1/29/2015	1/29/2015		YES
ICON Connections, Inc.	3/26/2009			YES
Imerys Carbonates USA, Inc.	7/14/2000			YES
InfoArmor, Inc.	2/15/2019			NO
Ingredion Incorporated	7/10/2020			YES

Employers with active policies in 2021	Applicant Testing Approved	Probable Cause Testing Approved	Random or Arbitrary Testing Approved	2021 Survey Response Received
Innovative Distribution Services	12/12/2017	1/25/2018		YES
Insight Imaging	1/12/2016			YES
Installed Building Products	9/10/2019	9/11/2019		YES
inSync Staffing, Inc.	9/12/2019			YES
Interim HealthCare of the Northeast	9/22/2021			YES
Irving Farms, Inc.		2/12/2019		YES
Irving Forest Products, Inc. (Ashland Sawmill)	7/23/2002	7/23/2002		YES
Irving Forest Products, Inc. (Dixfield Sawmill)	12/12/2017	12/12/2017		YES
Irving Woodlands, LLC	4/12/2011			YES
IVC Technologies	12/18/2012			NO
J&L Cable TV Services, Inc.	6/26/2018			NO
J.T. Hayman Electric	8/21/2015			NO
Jean's Waterproofing, Inc.	7/8/2004			YES
JF2, LLC	12/8/2005	12/8/2005	12/8/2005	YES
JMS Wind Energy, Inc.	3/10/2016			NO
John Lucas Tree Expert Co., Inc.	4/29/1991			YES
Johns Manville	4/29/2021			YES
Johnson Outdoors Watercraft, Inc.	2/25/2003	2/25/2003		YES
Jordan's Furniture	12/18/2019			YES
Jotul North America	4/23/2019			NO
K&A Engineering Consulting, PC	8/31/2021	8/31/2021	8/31/2021	NO
Kassbohrer All-Terrain Vehicles, Inc.	10/24/2000			YES
Katahdin Forest Management, LLC	5/23/2016			YES
Katahdin Forest Products	1/18/2005	1/18/2005		YES
Katahdin Valley Health Center	11/3/2020			YES
Kelly Global Business Services	1/30/2003			YES
Kelsey's Appliance & Sleep Center, Inc.	2/7/2019		7/12/2011	YES
Kerry, Inc.	3/6/2019			NO
KidsPeace National Centers of New England	5/5/2000			NO
Kleinschmidt Associates		8/22/2017	8/22/2017	YES
Knox County Homeless Coalition	1/28/2015			YES
Kohl's Department Stores	7/23/2018			YES
Kris-Way Truck Leasing, Inc.	2/24/2021			YES
KS2 Technologies, Inc.	2/8/2017			NO
L & B Electrical Contractors, Inc.	2/25/2003			YES
L3Harris Technologies	3/16/2017			YES
Lakeside Concrete Cutting, Inc.	6/18/2021	6/18/2021	6/18/2021	YES
Lasting Impressions Family Dentistry	10/28/2014			YES
Lewiston Police Dept.	6/26/2020	6/26/2020		YES
Lewiston, City of	4/8/2008	6/26/2020		YES
Liberty Bay Recovery Center	10/20/2016	10/20/2016	10/20/2016	YES

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Liberty IT Solutions, LLC	4/13/2017			NO
Lighthouse Elder Care, Inc.	2/26/2013		2/22/2017	YES
Lincare, Inc.	2/9/2000			YES
Lincolnvile Telephone Co.	12/6/2017			YES
Lohmann Animal Health International	3/19/2018	6/7/2018		YES
Lonza Rockland	12/23/2005			YES
Louisiana Pacific Corporation	8/13/2018	8/13/2018	8/13/2018	YES
Lowe's Home Centers, LLC	11/3/2004			YES
Maine Business Services	4/30/2002			NO
Maine Distributors	4/30/2014			YES
Maine Drilling and Blasting, Inc.	9/9/1999			YES
Maine Metal Buildings, Inc.	3/30/2018	7/2/2018		YES
Maine Motorcycle Co., LLC	10/4/2019			YES
Maine Organic Therapy	5/31/2011	5/31/2011	5/31/2011	YES
Maine Real Estate Management, LLC	2/10/2016			YES
Maine Staffing Group	12/23/2005			YES
Maine Veterans' Homes	6/13/2018			YES
Maine Woods Company, LLC	3/18/2019			YES
MaineGeneral Medical Center	5/30/2019	5/30/2019	5/30/2019	YES
MaineHealth	11/22/2019			YES
Marion Transfer Station, Inc.	4/12/2005	4/12/2005	4/12/2005	YES
Marquis Heating, Inc.	8/8/2007			NO
Mash Mechanical, Inc.	2/17/2021			YES
Matheson-Trigas, Inc.	12/20/2007			YES
Mathews Brothers Company	5/16/2019			YES
Max Finkelstein, Inc.	5/21/2009			YES
McHale & Associates, Inc.	12/31/2009	12/31/2009	2/18/2010	YES
Messer Truck Equipment	4/23/2012			YES
Met Life	6/3/2009			NO
Mexico Water District	10/29/2003	10/29/2003	11/17/2014	NO
Mid-State Machine Products	5/15/1990	8/14/1990	8/14/1990	YES
Midwest Price, Inc.	9/27/2000	2/12/2002	2/12/2002	NO
Milo Water District	9/15/2004	10/25/2004	10/25/2004	YES
Modern Pest Services, Inc.	11/17/2006			NO
Mount Hope Cemetery Corporation	4/15/1995			YES
Mount Saint Joseph Residence & Rehabilitation	12/12/2016			NO
Mountain, Ltd.	9/12/2012			YES
National Filter Media Corporation	6/25/2021	6/25/2021	6/25/2021	YES
ND OTM LLC Company	3/6/2019	3/6/2019	3/6/2019	YES
ND Paper Company - Rumford Mill	1/25/2019	1/25/2019	1/25/2019	NO
Nelson Property Services, Inc.	7/27/2020			NO

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Nestle Waters NA, Inc.	6/8/1999			NO
NEUCO-New England Utility Constructors, Inc.	5/21/2010			YES
New England Castings, LLC	10/29/2013			NO
New England Controls, Inc.		9/11/2014	9/11/2014	YES
New England Life Care	1/6/2015			YES
New England Window & Door, LLC	1/29/2015	1/29/2015		YES
Newport, Town of	11/8/2006			YES
NextEra Energy, Inc.	6/23/2000			NO
NextGen Information Services, Inc.	11/7/2018			YES
Nichols Construction, Inc.	10/20/2017			YES
Nichols Portland, LLC	9/6/2019			YES
North Country Tractor, Inc.	4/13/2015			YES
North East Mobile Health Services	1/1/2009			YES
Northeast Air	9/18/2001			YES
Northeast Cable Construction, LLC			12/18/2014	YES
Northeast Coil, Inc.			12/21/2020	NO
Northeast Patients Group	6/19/2015	6/19/2015		YES
Northern Light Health	10/1/2021			YES
Northern Pride Communications, Inc.	6/13/2011	6/13/2011		NO
Nortrax, Inc.	9/11/2002			YES
Norway Water District	8/14/2018			YES
Norway-Paris Solid Waste, Inc.	7/7/2004			NO
Oakhurst Dairy	2/28/1990			YES
Oasis DEG, Inc. (a Paychex Company)	11/15/2007	11/15/2007		YES
OC Technical Fabrics, LLC	7/9/1999			NO
Occupational Medical Consulting, LLC	2/21/2020			YES
Ocean State Job Lot	4/27/2006			NO
O'Connor Corporation	7/9/1999			YES
Ohio Mutual Insurance Group	7/24/2013	8/2/2013		YES
Ohio Transmission Corporation	2/24/2021			NO
Oldcastle APG, Inc.	2/9/2012			YES
One Advanced, Inc.	9/29/2021			NO
OnProcess Technology, Inc.	2/27/2015	2/27/2015		YES
Onsemi	2/5/2018			YES
OTELCO / OTT Communications	12/31/2003			NO
Over the Hills Farm Construction, LLC		9/30/2021		YES
PAGEmployment, Inc.	6/4/2004			NO
Parker Hannifin Corporation - Kittery	6/24/1997			YES
Patriot Insurance Company	2/1/2008			YES
Patterson Companies, Inc.	2/8/2021			YES
Paychex, Inc.	6/15/2007	7/23/2008		YES

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PC Construction Company	5/26/1998			YES
Penobscot County Sheriff's Office	8/11/1998			YES
Penobscot Job Corps Center	11/8/2006			YES
Penobscot Regional Communications Center	1/27/1999			YES
PeopleReady	3/26/2013			NO
Pepsi Beverages Company	12/29/1992	10/10/2007		NO
Personnel Outsource Solutions	5/14/2021			YES
PharmaLogic ME	3/29/2002	12/3/2003	12/3/2003	NO
Pike Industries, Inc.	10/5/2011	10/5/2011		YES
Pine Environmental Services, LLC	11/16/2007			NO
Pineland Farms Potato Company, Inc.	11/18/2005			YES
PineState Trading Company	2/28/2017			YES
Pioneer Plastics	8/16/2017			YES
Pioneer Wireless, Inc.			6/21/2012	YES
Polycor New England	2/15/2017	2/27/2017		YES
Portage Wood Products, LLC	1/30/2020			YES
Portland Fish Exchange, Inc.	6/3/2003			YES
Portland Glass	5/31/2019			YES
Portland Water District	9/4/2002			YES
Power Generation Consultants, Inc.			11/13/2014	YES
Pratt & Whitney	6/22/1990	6/22/1990		YES
Precision Collision & Repair, LLC		10/16/2017	10/16/2017	NO
Preemp, Inc.	11/15/2018	11/15/2018		NO
Preservation Management, Inc. (PMI)	3/16/2017			YES
Press Hotel, The	3/10/2015	3/10/2015		NO
Prime Industrial Recruiters	8/18/2020			YES
Pro Search, Inc.	10/24/2007			YES
Procter and Gamble	1/24/2019			NO
Professional Disability Associates, LLC	2/27/2017		2/27/2017	YES
Prudential Financial	6/4/2021			YES
Quest Service Group, LLC	12/10/2018		1/14/2019	YES
R.A.D. Corporation	5/7/2015			YES
RC Cleaning Service, LLC	1/22/2021	1/22/2021	1/22/2021	YES
Real Soft, Inc.	6/11/2015			YES
Reed & Reed, Inc.	6/25/1992	5/9/2007	12/11/2020	YES
ReEnergy Biomass Operations, LLC	5/24/2021	5/24/2021		YES
Remedy Compassion Center, Inc.	1/3/2011	1/3/2011		YES
Residence Inn by Marriott	5/11/2009			NO
Residuals Management International	5/28/2008			YES
Riggs Contracting, Inc.	8/31/2017			YES
Riverside Electric, Inc.	7/21/2017			YES

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Rock Coast Personnel	9/18/2014			YES
Rockland Marine Corporation	1/24/2007	5/2/2019		YES
Rocky's Ace Hardware	3/5/2021	3/5/2021		YES
Roehm America, LLC	7/24/1990	4/20/2018	4/20/2018	YES
Rollins, Inc.	2/1/2019			YES
RTS Packaging, LLC	5/27/2021	5/27/2021		YES
RxAnte, Inc.	12/6/2018		12/6/2018	YES
Safe Alternatives	5/13/2011	5/13/2011		YES
Safe Approach, Inc.	12/15/2015		12/28/2015	YES
SAGE Dining Services, Inc.	9/11/2011			YES
Salmon Falls Nursery & Landscaping	2/26/2013	3/26/2013		NO
Sanel NAPA	12/6/2007			YES
Sappi North America, Inc. (Somerset)	2/8/2021	3/16/2021		YES
Sappi North America, Inc. (Westbrook)	4/29/1991	10/26/2017		YES
Sargent Corporation	4/25/2018			YES
Saunders Midwest, LLC	1/10/2017			NO
Sazerac Company	4/26/2018			YES
SBA Network Services, LLC	2/4/2004	9/4/2004	9/4/2004	YES
SBM Site Services, LLC	6/16/2009			YES
Scarborough, Town of	9/19/2017			YES
Schlotterbeck & Foss Company	7/11/2019			YES
Schnitzer Steel Industries, Inc.	4/5/2007			YES
ScribeAmerica, LLC	4/25/2013			YES
SCS Com, LLC	7/22/2021			YES
Seaboard Security, Inc.	9/15/2004	2/19/2008	2/19/2008	NO
Seacoast Angels, Inc.		8/1/2013		YES
Securitas Security Services USA, Inc.	9/15/2004			YES
Select Rehabilitation, LLC	1/6/2015			YES
Senior Operations, LLC	12/4/2008	12/4/2008	12/4/2008	YES
Sevan Multi-Site Solutions, LLC	7/5/2017			NO
Shaw Brothers Construction, Inc.	4/12/2017			YES
Shaw's Supermarkets, Inc., Wells Distribution Ctr.	6/10/2000	10/9/2008		NO
Shaw's Supermarkets/Stores Only	11/18/2005			NO
Shields Health Care Group	3/2/2020			YES
Sid Harvey Industries, Inc.	10/25/2019	10/25/2019	10/25/2019	YES
Skowhegan, Town of	8/28/1998			YES
Smith & Wesson Corporation	3/27/2003			YES
Smith Mountain Investments, LLC	4/19/2018	8/10/2018	8/10/2018	NO
Sodexo	3/3/2008			YES
Software Galaxy Systems, LLC	2/5/2019			NO
Somerset County	6/15/2021			YES

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Somic America, Inc.	12/1/2020			YES
Sonoco Products Company	7/31/1991	6/4/2013		NO
South Portland, City of	11/7/2006			YES
Southworth - Milton, Inc.	8/2/2005			NO
Specialty Minerals, Inc.	3/26/2018	3/26/2018	2/26/2020	YES
Spectra - Global Spectrum, LP	3/5/2015			NO
Spectraforce Technologies, Inc.	2/19/2016			YES
Spectrum Generations			2/16/2018	NO
Sprague Resources GP, LLC	4/13/1995			YES
Springborn Staffing/Industrial Staffing	11/15/2005			YES
Spudnik Equipment Company, LLC	8/16/2005	9/10/2013	9/10/2013	YES
SPX Corporation	9/5/2003			YES
St Croix Chipping, LLC	10/8/1997	12/12/2007	12/12/2007	NO
St. Croix Tissue, Inc.	6/24/2020	6/24/2020	6/24/2020	NO
St. Mary's Health System	7/19/1995			YES
Staff Management Solutions, LLC	1/20/2004			YES
Staffmark Investment, LLC	6/2/2015	4/20/2018		YES
Standard Insurance Company	3/25/2003			YES
Standard Waterproofing, Inc.	10/22/2008	5/17/2011	2/2/2018	YES
Station Class Constructors, Inc.	1/26/2001	2/6/2001	2/6/2001	NO
Steam Turbine Services, Inc.	2/18/2010	12/18/2014		YES
Steel Pro, Inc.	6/24/2021			YES
Steelcase, Inc.	10/12/2011			YES
Steele CIS, Inc.	2/17/2016			NO
Stonewall Kitchen, LLC		11/10/2020		YES
Strom Engineeering of Florida, Inc.	4/8/2015			YES
Sullivan & Merritt Constructors, Inc.	5/18/1993			YES
Talaria Company, LLC, The	9/4/2002			NO
Target Corporation	7/9/2001			YES
Tate & Lyle	5/2/2008			NO
TD Bank	6/5/2009			YES
TEMPO Employment Services	1/11/2021			YES
Texas Instruments, Inc.	12/22/1999			NO
Thermo Fisher Scientific	3/26/2015			NO
Tilson Technology Management, Inc.	11/4/2013	11/19/2013		YES
Townsend Tree Service	5/7/2012			YES
TPD Construction Co.		2/28/2012		YES
Trask-Decrow Machinery, Inc.	7/2/2008	10/9/2013		YES
Travelers Insurance	7/24/1990			YES
Tri-State Staffing, Inc.	7/6/2012			YES
Trusted Health, Inc.	6/3/2019	6/3/2019	6/3/2019	YES

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Tweet-Garot Mechanical, Inc.	1/12/2018			NO
Twin City Tire Tube, LLC	6/1/2020	6/1/2020		YES
Two Men and a Truck	1/20/2017	2/27/2017	2/27/2017	YES
Tyson Foods	9/9/1997	12/31/2015	12/31/2015	YES
Ultra Clean Technology	3/21/2012			YES
UniFirst Corporation	5/20/1993			NO
Union Farm Equipment, Inc.	4/30/2014			YES
UnitedHealth Group	6/1/2016			YES
Universal Services of America, LP	2/28/2018			NO
UPP Global, LLC	12/2/2013	12/29/2015		YES
US Cellular	1/1/2020			YES
US Intermodal, Inc.	4/20/2016			YES
Ventura MedStaff	6/27/2019	6/27/2019		YES
Vermont Mutual Insurance Group	5/25/2011			YES
Verso Paper Holding, LLC	11/5/1990	6/9/1994		NO
Ver-Tran, Inc.			2/27/2013	YES
Vets Securing America	7/26/2018			NO
Vic Firth / Avedis Zildjian Company	12/6/2017			YES
Viking, Inc.	3/27/2017			YES
VIP, Inc.	10/4/2011			NO
Volk Packaging Corporation	5/27/2021			YES
Volt Workforce Solutions	2/17/2012			YES
Vortex Services, LLC	9/9/2021			YES
W.W. Grainger, Inc.	5/30/2000			YES
Walgreen Co.	9/6/2019			YES
Walmart, Inc.	9/14/2018			YES
Walpole Outdoors	2/12/2001			YES
Wellpath, LLC	6/4/2012	8/9/2012	8/9/2012	YES
Weyerhaeuser NR Company	12/20/2017			NO
WGME TV	1/29/2008			YES
Wheelabrator Technologies	7/28/2020			YES
WMBE Payrolling, Inc. dba TargetCW	7/26/2019			NO
Wood Environ & Infrastructure Solutions, Inc.	11/17/2010			YES
Woodard & Curran, Inc.	9/8/2010			YES
Woodland Pulp, LLC	5/18/2020	5/18/2020	5/18/2020	NO
Wright-Ryan Construction, Inc.	2/24/2005			YES
Xerox Corporation	11/10/2016			YES
XL Mechanical & Energy Management Services, Inc.	7/31/2019			YES
York Hospital	10/18/2016			YES
Zampell Refractories, Inc.	12/30/1993	12/30/1993	12/30/1993	YES

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Auxiliary aids and services are available to individuals with disabilities upon request*

