

Drug and Background Screening



Build a safe and effective workplace

Interviews only provide one aspect into a candidate's proficiency to do the job. Organizations are finding that it is increasingly important to know more about a candidate before an offer is extended. Background screening and drug testing provide an additional dimension to your candidate profile to enable your company to hire the best person for the position.

BirdDogHR™ Drug and Background Screening is integrated with the BirdDogHR Recruitment and Applicant Tracking system (ATS) and allows companies to order, track and view test results directly within the ATS. Visibility into the entire process provides recruiters with up-to-date screening results and centralizes all of the pre-employment information, saving time and money.

BirdDogHR Recruitment and Applicant Tracking System (ATS) users benefit from:

- Conveniently request background checks and drug tests within the BirdDogHR ATS
- Check and test results are reported back thru and documented in the BirdDogHR ATS
- View, print and share easy-to-read left aligned reports
- Nationwide lab partners include Quest and LabCorp
- Terrorist-OFAC Watch list check is included in background packages
- Personal attention ensures you receive the correct background information on even the most common names (using SSN for verification)
- Competitive pricing



Uncover Potential Issues

By constructing a complete candidate profile, your organization can quickly identify the people who will be the best contributors to your company.



Manage Hiring Risk

No one wants to be involved in a lawsuit. By conducting background and drug testing ahead of making an employment offer your organization can avoid poor hiring decisions.



Improve Workforce Productivity

An unsafe work environment is distracting for even the most dedicated employees. Create a workplace where employees feel safe and can focus on their jobs.

Making poor hiring decisions without the correct screening process can be very costly to your organization.

The U.S. Department of Labor estimates that the average cost of a bad hiring decision can equal 30% of the first year's potential earnings and that substance abusers are 1/3 less productive.

Services are available as packages or individually. Ask your account manager for details.

Background Check Packages

	Essential Package	Expanded Package	Extended Package	Premium Package
SSV Social Security Validation and Address Tracking	●	●	●	●
NAT National Comprehensive Search including all alias names (Includes Terrorist-OFAC WatchList)	●	●	●	●
NSO National Sex Offender Search	●	●	●	●
STA/CTY Statewide or County	●	●	●	●
MVR Motor Vehicle driving records search and CDLS check for all commercial drivers		●		●
EMV Employment Verification (Up to 3 references)			●	●
EDV Education Verification (Highest Level)				●
CRE Credit History Report (Credit bureau compliance site visit one-time fee of \$75.00)				●

Package Add-ons

E-Verify

I-9 information entered on your behalf

WC Report

Review applicant's history of workplace injuries

Services for Current Employees

Annual MVR Run, Random Drug Testing

Drug Testing in the Laboratory

5-Panel

Non-DOT Lab (Urine) - THC, COC, AMP, OPI, PCP

10-Panel

Non-DOT Lab (Urine) - THC, COC, AMP (mAMP), OPI, PCP, BZO, BAR, MTD, MTQ, PPX

DOT Look Alike

Non-DOT Lab (Urine) - THC, COC, AMP, OPI, PCP, 6-MAM, MDMA

Regulated – DOT Lab

DOT Lab - THC, COC, AMP, OPI, PCP, 6-MAM, MDMA

Oxycodone and alcohol testing can be added to any test. Ask your account manager about other available drug testing services.

Drug Testing Onsite Panels

RealityCHECK Cup 5-Panel

Tests for 5 Drugs - THC, COC, AMP, mAMP, OPI

RealityCHECK Cup 10-Panel

Tests for 10 Drugs - THC, COC, AMP, mAMP, OPI, PCP, BZO, MTD, MDMA, BAR

Tox Cup

Tests for 14 Drugs - CLIA Waived - AMP, BAR, BUP, BZO, COC, mAMP, MDMA, MTD, OPI, OXY, PCP, PPX, THC, TCA

Oratect

Oral Fluid - Tests for 6 Drugs - FDA Approved - THC, mAMP, COC, AMP, OPI, PCP

AlcoScreen Color / DOT Approved AlcoScreen Color / DOT Approved QED

Tests for Alcohol

Drug Panel Abbreviations

Abbreviation	Drug Name	Abbreviation	Drug Name
THC	Marijuana	BZO	Benzodiazepine
COC	Cocaine	MTD	Methadone
AMP	Amphetamine	PPX	Propoxyphene
mAMP	Meth Amphetamine	MDMA	Ecstasy
OPI	Opiates	OXY	Oxycodone
PCP	PCP	BUP	Burprnorphine
BAR	Barbiturates	MTQ	Methaqualone