

Services

• Compliance

- E-Verify
- I9

• Criminal Searches

- National Criminal Database
- US Federal Criminal
- OFAC
- County or Statewide Criminal

• Civil

- Nationwide judgments
- County Civil

• Pre-employment Searches

- SSN number trace
- Address history
- Driving (MVR) Records
- Credit Reports

• Verification

- Prior Employment
- Education
- Reference
- Licenses
- Internation

• Screening

- DOT (5, 9 & 10 panel)
- Non DOT (5, 9 & 10 panel)

Drug Screening

Drug screening as part of a background check is important for several reasons, particularly in specific job roles and industries where safety, security, and the ability to perform duties without impairment are critical.

| Test Type | Scope | Use Cases | Follow up |
|------------------------------------|--|---|-----------|
| Standard Lab Based Panels | 5 Panel urine 7 Panel Urine 9 Panel Urine 10 Panel Urine | Jobs involving government, Financial or sensitive information. Employers mandate drug screening as part of employment. | None. |
| DOT Panel | Marijuana (THC) Cocaine Amphetamines Opioids Phencyclidine (PCP) | Transportation employers, safety-sensitive transportation employees (including self-employed individuals, contractors and volunteers as covered by DOT agency regulations), and service agents. | None. |
| Basic Hair Panels | 5 Panel Hair 5 Panel Hair + Exp Opiates | Hair can retain traces of drugs and their metabolites for an extended period | None. |
| Standard Panels without THC | 4 Panel urine 6 Panel urine 8 Panel urine 9 Panel urine | in many states, marijuana consumption is allowed among those battling specific medical conditions or chronic pain | None. |

It's important to note that drug screening should be conducted ethically and following applicable laws and regulations. Individuals typically consent to drug testing as part of the hiring process, and guidelines are in place to protect their rights and privacy.

While drug screening is essential in certain contexts, it may only be necessary for some job roles or industries. Employers should carefully consider the specific requirements of their positions and industry regulations when determining whether drug testing should be part of their background check process.