



Comparing Traditional Lab-Based Urine Testing To Rapid Oral Fluid Testing

For many years lab-based urine testing was the go-to method for workplace drug testing. While this method maintains an important role in drug testing, today employers should know that there are more options that may be better suited for their drug testing program. Technological advancements in recent years have greatly improved the reliability and accuracy of oral fluid testing, more specifically as a point-of-collection (POCT), rapid-result test. Adding oral fluid testing to your drug testing program provides many advantages and simplifies the drug testing process for employers, employees, and job applicants.

RAPID TESTING LEADS TO RAPID JOB OFFERS. NEGATIVE SCREENS ARE IMMEDIATELY ELIGIBLE FOR SAME DAY HIRING.

Prior to outlining the key differences in both methodologies, it is important to understand what screening and confirmation testing entails.

WHAT IS A SCREEN?

Screening refers to a preliminary test that yields a qualitative “Positive or Negative” result. Screening can be conducted with a rapid test or using laboratory instrumentation.



DID YOU KNOW?

Both rapid tests and lab screens use the same testing technology, called immunoassay technology.

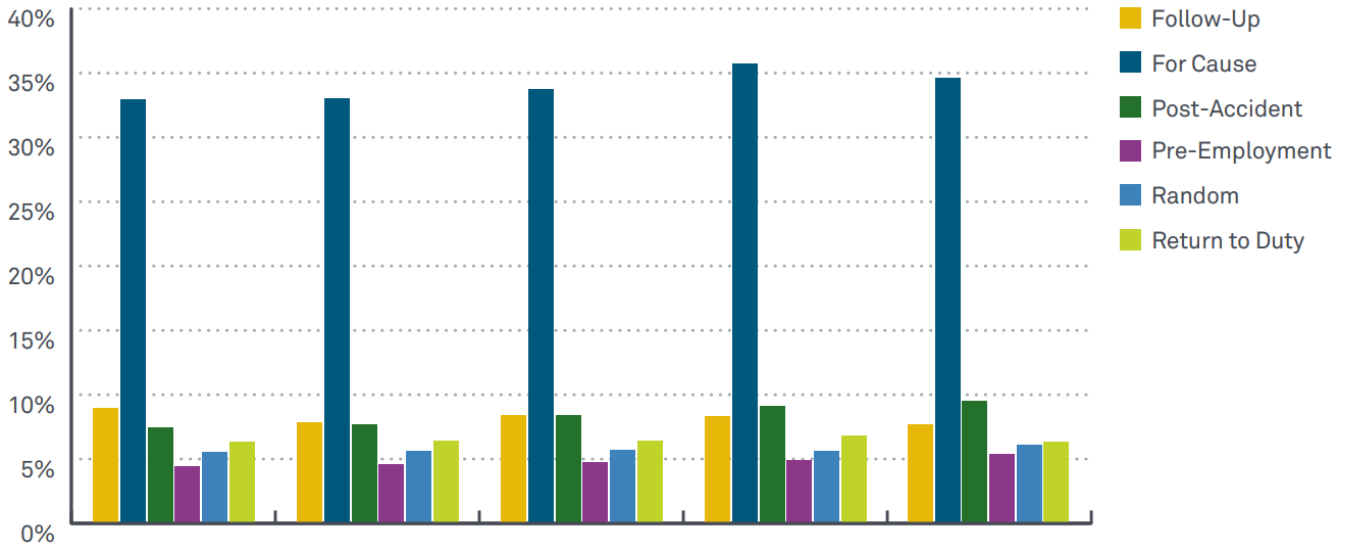
WHAT IS A CONFIRMATION TEST?

Confirmation testing utilizes high complexity instrumentation that yields a definite and specific result. Best practice for confirmation testing involves using either a GC/MS or LC-MS/MS. The results of a confirmation test provide an absolute and definite result that indicates the specific drug/compound present in the urine or oral fluid sample.

Premier Biotech utilizes all LC-MS/MS instrumentation for confirmation testing which is considered to be the platinum standard. Confirmation testing should always be performed on a presumptive positive screen, whether a rapid or lab screen.

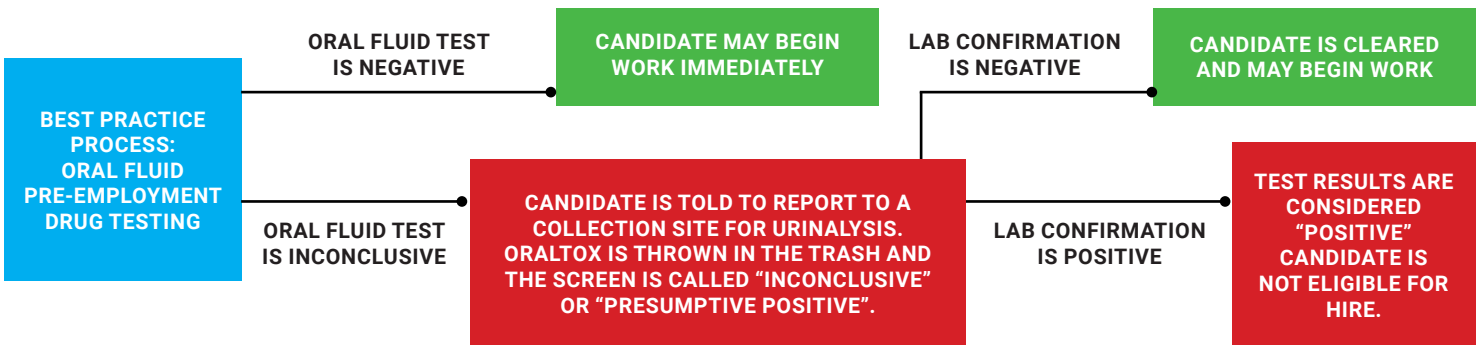
RAPID TESTING LEADS TO RAPID HIRING

According to Quest Diagnostic’s annual Drug Testing Index, positivity rates by testing reason supports a key benefit of rapid testing, with **94.8% of 5 million** pre-employment screens resulted in a negative result and thus the **ability to hire** candidates the same day.



RAPID ORAL FLUID TESTING PROCEDURE

Best Practice Process *Where State Laws Allow



RAPID ORAL FLUID TESTING LEADING TO HIRING CANDIDATES SAME DAY

Gain a competitive hiring advantage and leverage same day job offers, backed by a better Candidate experience.

- 1 Candidate interview
- 2 Rapid oral fluid drug test collection
- 3 (100% contact-less, candidate driven procedure)
Rapid results delivered in just minutes
- 4 Negative result - Candidate can be hired same day

RAPID ORAL FLUID = SAME DAY RESULTS

Go from days to minutes with same day job offers.

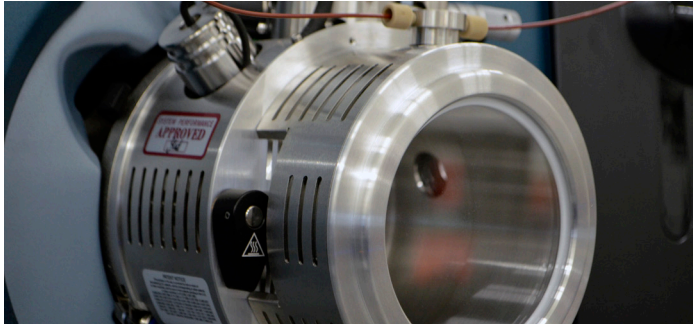
COLLECTION SITE SCREENING MODEL (DELAYED HIRING WORKFLOW)

Requiring candidates to provide a sample at a collection site is leading to increased attrition (no shows/denied offers).

- 1 Candidate interview
- 2 Candidate is requested to schedule/report to a collection site
- 3 No shows (candidate attrition/drop off) is common
- 4 Candidates that report for testing may face lengthy wait times
- 5 Employer required to wait 2-5 days for the result
- 6 Hunt the candidate down to offer position if still interested

LAB-BASED COLLECTION = 2-5 DAYS

Poor candidate experience leads to increased attrition.



COMPARING PERFORMANCE

Nearly Identical Confirmed Results - 98% or Better

The accuracy of rapid oral fluid and lab-based screening is nearly identical (**98% or better**). Accuracy is defined by the sensitivity and specificity of the positive/negative result utilizing highly specific confirmation methods (GC/MS or LC-MS/MS) matching the result of the drug screen.

COMPARING ADULTERATION

Urine Testing

- Highly susceptible to adulteration
- Simple Google search results in thousands of products that can be used to pass a test (Substitution, dilution, additives, etc.)



OralTox (Rapid Oral Fluid)

- Resistant to adulteration/cheating the test (Substitution, dilution, additives, etc.)
- 100% observed collection

SUBSTITUTION	Substituting one person's urine with someone (or something) else's. Thousands of products online, Fake urine, etc.
DILUTION	Consuming a large amount of liquid (water, juice, etc.) leading up to the test to dilute the drug concentration.
ADDITIVES	Adding something to the urine to interfere with the test results (tablets, various products/solutions, bleach, etc.)

STOP CANDIDATES CHEATING THEIR DRUG TEST WITH RAPID ORAL FLUID TESTING



UNLIKE URINE TESTING, ONE OF THE BIGGEST ADVANTAGES OF ORAL FLUID TESTING IS THAT IT IS RESISTANT TO ADULTERATION/CHEATING THE TEST.



100% OBSERVED COLLECTION

COMPARING WINDOWS OF DETECTION

Urine Testing

Urine-based testing has a longer window of detection, for most drugs from 24-72 hours, whereas oral fluid testing is 24-36 hours for water-soluble drugs. The biggest difference is in the detection window of THC. Since THC is a fat-soluble, rather than water-soluble, it does not cross directly into oral fluid. Therefore, THC is detected as residual smoke or parent compound in saliva, not as a metabolite. As a result, THC can only be detected for up to 24 hours in oral fluid testing.

DID YOU KNOW?

Even though THC has a more limited window of detection in oral fluid, positivity rates tend to be higher as it is resistant to adulteration (candidates cannot beat/cheat the test.)

Rapid Oral Fluid

Oral fluid testing has the unique ability to detect the presence of drugs within minutes of an individual using an illicit substance. When considered with the window of detection for marijuana, the test result will show only what that individual has used in a more relevant period. This feature of rapid-result oral fluid testing is especially useful when it is necessary to take immediate action.