

Dr. Zablen also outlines the Return-to-Work process and refers the donor to a Substance Abuse Professional to steer him or her onto the track to recovery before confirming a positive drug test.

Most third-party drug testing administrators outsource Medical Review Officer requirements to an MRO service, whereas Norton Medical is led by one of the most prolific and experienced MROs in the history of drug testing – whose expertise benefits every Norton client. Dr. Zablen was first certified as an MRO before the Omnibus Transportation Employee Testing Act of 1991 was signed into law, and has stayed abreast of the evolution of drug testing regulations since the early 1980s. Norton Medical can meet all specifications described in the solicitation in droves after administering scores of identical programs for decades.

We will send the necessary supplies to every collection site as well as to El Paso Fire administrators. Dr. Zablen and his decades of drug testing experience will be available for any necessary consultation at any time. Much of the program management can be performed by El Paso administrators through Norton's secured, password-protected website. Not only does the site deliver results and random selections, but tracks the progress of testing as each sample is collected. When an officer leaves the organization or takes a leave of absence, administrators can remove him or her from random pools through the website directly.

Norton will screen each officer's urine for all of the following substances:

“El Paso Fire 10-Panel”:

1. Marijuana
2. Cocaine
3. Amphetamines (including methamphetamines)
4. Opiates (including heroin)
5. PCP
6. Barbiturates
7. Benzodiazepines
8. Expanded and synthetic opiates including Methadone
9. Methaqualone (Quaalude)
10. Propoxyphene

As soon as we are awarded the contract, we will ship Chain of Custody forms to each collection site, and the program can begin as soon as we receive a spreadsheet of existing covered officers. With a Norton Medical Custody Form in-hand, any El Paso Fire Fighter can walk in to any collection site in the area and receive a drug test.

Any divisions within the department can be set up in Norton's system as a separate entity. Supervisors of each individual division will have access to that group's drug testing records only, while departmental administrators can be given access to the program in its entirety. If specific divisions desire a more convenient collection site or on-site collection service, Norton Medical will satisfy each individually.

We will speak to each El Paso Fire administrator to pinpoint how Norton Medical can improve and streamline operations. We will notify the DER (designated employer