

Appendix VI

NORTH AMERICAN SUBSTANCE ABUSE PROGRAM PANDEMIC SUSPENSION AND RE-ACTIVATION

COVID-19 Pandemic NASAP Random and 2 Year Drug Screen Suspension and Re-Activation

The Houston Business Roundtable's (HBR) NABSC/NASAP Steering Committee voted to suspend the NASAP Program Random and Periodic Two Year Drug Testing process in April of 2020 for the purpose of reducing the risk of potential COVID-19 exposure to personnel.

The Houston Business Roundtable's (HBR) NABSC/NASAP Steering Committee re-activated the NASAP Random and Periodic Two Year Drug Screen process effective October 01, 2020 with the following exceptions and guidance.

Exceptions (*Only applies to the inactive period of April 1 through September 30, 2020*)

1. All companies within the NASAP program will not be required to "Catch-up" all random screens that may have been posted during the inactive period of April 01 through September 30, 2020.
2. All Third-Party Administrators (TPA) will adjust the percentages to reflect 50% random selection of the active periods or 25% of the entire year 2020.
 - a. Active periods include *January through the end of March 2020 and the October through the end of December 2020.*
3. All 2-year Periodic testing will be extended 6 months.
 - a. If an individual was selected for a 2-year periodic test during the inactive period of April 1 through September 30, 2020, a grace period will be given for those individuals.
 - b. All 2-year forced randoms the fall within the April 1 through September 30, 2020 timeframe, shall be completed by June 30, 2021. There will be no exceptions.
 - c. All other 2-year periodic testing outside of the inactive period shall be completed as per policy.

Guidance

1. All TPA's shall advise their collection facilities that they shall adhere to all CDC Guidelines while conducting business to protect their clients and workers from risk of exposure to COVID-19.
2. Companies using the NASAP Protocols shall ensure that the collection facility they are utilizing is following CDC guidelines at a minimum.
 - a. It is the responsibility of the company utilizing the collection facility to ensure the facility complies with CDC Guidelines or their own Company protocols (whichever is more stringent) to protect their people from the risk of a potential exposure to COVID-19.