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Substance Abuse Program Administrators Association

Annual Conference & Expo

October 5-8, 2025 • Phoenix, Arizona

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SAPAA is excited to partner with the International Forum for Drug and Alcohol Testing (IFDAT) to offer a dedicated International Track at this year's event. IFDAT, a global leader in advancing drug and alcohol testing standards, hosts events that bring together experts from around the world to promote best practices and innovation in the industry. Look for sessions listed in **green**, indicating their International content.

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Welcome to the Valley of Vision! SAPAA's Annual Conference & Expo in will immerse you in bold ideas, fresh perspectives, and transformative strategies. This year's theme—**Innovate. Educate. Accelerate.**—embodies the opportunity to explore emerging trends, deepen your expertise, and drive meaningful growth for your organization.

Renaissance Phoenix Glendale Hotel and Spa

9495 W. Entertainment Blvd.
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Experience the newly renovated Renaissance Phoenix Glendale Hotel & Spa. The perfect blend of modern enhancements with a regional flair. Situated in the booming Westgate Entertainment District you will find a dizzying array of amusement and attractions. As you settle into the spacious and serene guest rooms, grab a locally inspired bite at the new Desert Sage Restaurant & Bar or relax in the full-service Spa Botanica. Indulge in your getaway, the Renaissance Phoenix Glendale Hotel & Spa looks forward to welcoming you.

A room block is available at $239/night plus taxes and fees.
Reservations must be made by 9/14/25 to secure the SAPAA rate.
Call (623) 937-3700 or visit www.sapaa.com/2025conference to book.

WELCOME

Registration Fees

SAPAA's Annual Conference & Expo includes the Training Institute courses and general conference events. Conference registration fees, listed below, cover admission to the General Sessions, Collaborate Think Tank discussions, CCDAPP Info Session, First-Time Attendee Orientation, Welcome Dinner Reception, and breakfast and lunch buffets during general conference events.

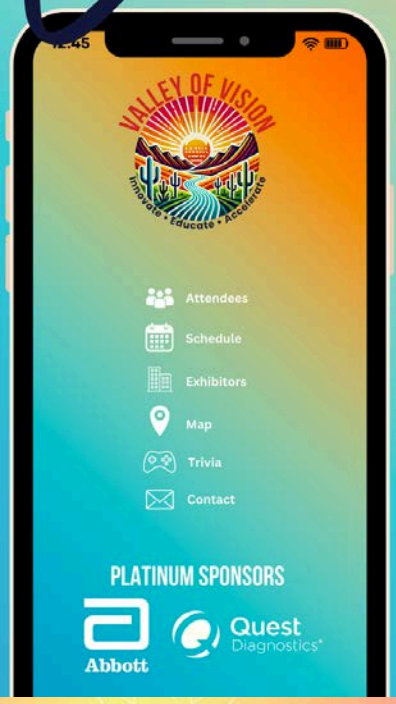
Registration Type	Early Bird Rate *(through 8/15/25)*	Regular Rate	On-Site Rate
SAPAA Member	$545	$645	$745
Non-Member	$595	$695	$795

The SAPAA Training Institute is a specialized resource that strengthens the knowledge and skills of professionals in the workplace drug and alcohol testing industry. It offers a full range of training and credentialing courses covering regulatory compliance, best practices, policy development, and emerging technologies. **Training Institute courses have separate registration fees, which are listed in the schedule.**

Are you a frequent SAPAA conference attendee? As a token of our appreciation, this year's conference could be on us! If you've attended 5 SAPAA conferences, your next one is free! Contact SAPAA at 1-800-672-7229 or info@sapaa.com to redeem this special offer.

Use the conference app to connect with attendees and explore event previews!

GET Connected



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SCAN HERE TO JOIN!

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Trivia Time

What's the first sign you're officially at the SAPAA Conference?

A. You've already heard "oral fluid" six times before breakfast

B. Your lanyard weighs more than your carry-on

C. You've reconnected with five people—and remembered two names

D. You've joined a committee before finishing conference check-in

Gear up for SAPAA's trivia challenge—where your brainpower (and pointless trivia prowess) could earn you some serious cash!

Sponsored by:

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SCHEDULE AT-A-GLANCE

Sunday, October 5, 2025

1:30–6:00 p.m.	A1	**Urine Collector Train-the-Trainer… And Then Some!**
1:30–3:30 p.m.	B1	**Optimizing Collection Sites for Oral Fluid Testing: Perspectives from DERs and Collection Site Managers**
	B2	**The Shift in Workplace Drug Screening Programs—Tips for 2025 and Beyond**
4:00–6:00 p.m.	C1	**Drug and Alcohol Industry Training Course** *Continues on Monday.*
	D1	**DOT Agency Differences: Analyzing Agency-Specific Testing Requirements**
	D2	**Random, Not Reckless: Building a Compliant and Effective Random Testing Program**

Monday, October 6, 2025

8:00 a.m.–12:30 p.m.	C1	**Drug and Alcohol Industry Training Course** *Continued from Sunday.*
8:00–10:00 a.m.	E1	**Mastering TPA Success: Key Strategies to Launch and Grow Your Drug Testing Business**
	E2	**FMCSA (and the Clearinghouse) for Beginners: What You Need to Know**
	E3	**Maximize Your Drug Testing Program: Understanding Roles and Responsibilities of DER, TPA, MRO, and Collector**
	E4	**Reasonable Suspicion Testing: A Comprehensive Supervisor Training**
10:30 a.m.–12:30 p.m.	F1	**Collectors: The Hidden Dangers of Cutting Corners—How Small Mistakes Can Lead to Big Consequences**
	F2	**Effective SAP Program Implementation: Ensuring Compliance Through SAP-DER-TPA Collaboration**
	F3	**The Importance of Policies, Procedures, and Job Descriptions**
	F4	**Unique Situations DERs Face and How to Handle Them While Remaining Compliant**
1:30–3:30 p.m.	G1	**Comprehensive Audit Readiness: Equipping Your Organization and Assessing Service Agents Effectively**
	G2	**Employers Proceed with Caution: The Growing Impacts of "Off-Duty" Marijuana Use Workplace Protections**
	G3	**Mobile Collections with a Minimum Investment**
	G4	**Strategies for Building Your Drug Testing Program**
	G5	**The Drugs We Test For, and Why**
4:00–5:30 p.m.	BREAKOUTS	***Collaborate* DER Think Tank** ***Collaborate* TPA Think Tank** ***Collaborate* Collector/BAT Think Tank**
5:45–6:15 p.m.		**Certification Commission for Drug and Alcohol Program Professionals Information Session (CCDAPP): Who, What, Why and How to Get Certified**
6:30–7:00 p.m.		**First-Time Attendee Orientation**
7:00–9:00 p.m.		**Welcome Dinner Reception with Exhibitors**

SCHEDULE AT-A-GLANCE

Tuesday, October 7, 2025

8:15–9:15 a.m.		Breakfast Buffet
9:15–9:30 a.m.		Welcome from 2024–2025 SAPAA President
9:30–10:30 a.m.		Plenary Session: Vision From the Top: Why Employers Test and What It Means
10:45–11:45 a.m.	BREAKOUTS	Beyond the Cup: Modernizing Drug Testing for Compliance and Innovation Mastering the Impairment Code: Leadership Strategies to Recognize, Respond, and Resolve Substance Use in the Workplace The Psychedelic Frontier: Ketamine, MDMA, Ayahuasca, and Workplace Safety Medical Review Officers—Not All Are Created Equal: A Standardized Approach for International Application and Beyond
11:45 a.m.–1:15 p.m.		Luncheon, CCDAPP Awards Presentation, SAPAA Annual Meeting
1:15–2:45 p.m.		Dessert Break with Exhibitors — Lifeloc TECHNOLOGIES *Dessert Break Sponsor*
2:45–3:45 p.m.		Plenary Session: FMCSA News and Developments
4:00–5:00 p.m.	BREAKOUTS	Legal issues in Drug Testing FTA News and Developments A View From the Bottom: Current Drug Trends and Challenges Facing the Australasian Drug Market
5:15–5:45 p.m.		SAPAA Board of Directors Meeting

Wednesday, October 8, 2025

8:15–9:15 a.m.		Breakfast Buffet with Exhibitors
9:20–9:30 a.m.		Welcome from 2025–2026 SAPAA President
9:30–9:40 a.m.		IFDAT Welcome and Briefing
9:40–10:30 a.m.		Plenary Session: Above the Clouds: Navigating the Impact of FAA's New Testing Rule
10:45–11:45 a.m.	BREAKOUTS	Beyond the Test: Integrating Mental Health and Substance Use Support in Workplace Safety Programs Innovative Solutions for Program Design and Client Retention in Workplace Drug and Alcohol Testing FRA News and Developments Deep Dive into FAA's New Testing Rule
11:45 a.m.–12:15 p.m.		Luncheon
12:15–1:00 p.m.		Plenary Session: DOT Program Updates
1:00–2:00 p.m.	BREAKOUTS	Innovation in Workplace Drug Testing: Preparing for the Future Breaking down the Return-to-Duty Process with the Experts FAA News and Developments *(Tentative)* Revolutionize Your Workplace Testing Program Through Digital Transformation
2:15–3:15 p.m.	BREAKOUTS	Hidden Threats: Undetected Substances in the Workplace—Understanding the Interactions and Managing the Risks Toxicology Update for 2025 and Beyond The Vital Role of DER's and Data Analytics in Drug and Alcohol Testing and Awareness International Medicine and Considerations for the MRO
3:30–4:30 p.m.	BREAKOUTS	What Employers Are Saying About Drug Testing: The Results of Current Consulting Group's 2025 Employer Drug Testing Survey Cultivating a Safer Workplace: The Role of Reasonable Suspicion Training in Mitigating Substance Impairment Risks
5:00–8:00 p.m.		SAPAA Board of Directors Meeting

SESSIONS

Sunday, October 5, 2025

1:30–6:00 p.m. A1 Urine Collector Train-the-Trainer… And Then Some!

REGISTRATION FEE*
$550 SAPAA Member
$660 Non-Member

Are you looking to expand your services to include Collector Training, or is your Collector Trainer certificate nearing expiration? If so, now's your chance to learn from some of the best instructors in the industry! This expanded train-the-trainer course offers more than just the standard collector training and mock sessions. You'll receive advanced tools and strategies to strengthen your training, including techniques for improving the weakest link in any drug testing program—the collector. Learn effective training tips that build on the foundation of the USDOT Urine Specimen Collection Guidelines, strategies to minimize errors, and best practices for avoiding common fatal flaws. Join us and take your collector training to the next level, creating SUPER HERO COLLECTORS in your next class!

Mary Hines, CSAPA has worked in the drug and alcohol testing field since the passage of the Drug-Free Workplace Act in 1988. She is a Certified Substance Abuse Program Administrator and is the owner of SimplePath, a drug and alcohol program consultation service. Additionally, she is a Master Distributor and trainer for Lifeloc Technologies, a company that manufactures alcohol testing equipment. Mary serves as a commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) and is a co-inventor of the OraSecure oral fluids collection device, developed in partnership with Omega Laboratories. She is also a Past President and Past Board member of SAPAA and is currently a trainer for the SAPAA Training Institute.

Trish McCoy is the owner of Quick Trax, LLC, and co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories, Inc. She is a Lifeloc Technologies Master Trainer with nearly 20 years experience in the instruction/certification of DOT Collection Personnel and Breath Alcohol Technicians. She is a trainer for SAPAA and provides DOT Supervisor Reasonable Suspicion and Employee Training, and consultation for new Collection Sites.

1:30–3:30 p.m. B1 Optimizing Collection Sites for Oral Fluid Testing: Perspectives from DERs and Collection Site Managers

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This session brings together a Designated Employer Representative (DER) and a Collection Site Manager to walk through the operational and communication essentials of launching oral fluid collections. With each offering their unique perspective, attendees will gain a better understanding of the expectations, challenges, and coordination needed for smooth implementation. Ideal for DERs, collectors, and TPAs alike.

Helen White, CSAPA, is the founder and President of White Glove Drug & Alcohol Testing, Inc. Helen owns and operates five facilities in Maryland that provide drug and alcohol collection services for both regulated and non-regulated employers, as well as a team of on-site collection personnel. In addition to collection services, she also provides Third Party Administration to DOT-regulated drug and alcohol testing programs, specializing in FMCSA, FTA, PHMSA, and USCG for more than 1200 clients. Helen has more than 28 years in the drug and alcohol testing industry with hands-on experience functioning in several different capacities. She earned her CSAPA certification in 2009. White Glove is a certified TPA by both SAPAA and NDASA. Helen has also held MRO-A certification by MROCC. She is a certified instructor for both urine drug and alternative specimen collections.

Robin L. Schelling is a renowned mental health advocate, workplace safety expert, and speaker specializing in the intersection of substance abuse education and workplace safety compliance. With over 25 years of experience in occupational safety and health and 10 years in behavioral sciences, Robin has collaborated with industry leaders to develop innovative policies addressing mental health challenges in professional environments. A passionate educator, Robin's work focuses on destigmatizing treatments like ketamine, MDMA, ayahuasca, and ibogaine while promoting safe and inclusive workplace practices. As a sought-after keynote speaker, Robin has inspired audiences with actionable strategies to integrate mental health innovation into organizational culture.

1:30–3:30 p.m. B2 The Shift in Workplace Drug Screening Programs—Tips for 2025 and Beyond

REGISTRATION FEE*
$345 SAPAA Member
$415 Non-Member

The rapidly evolving legal landscape of workplace drug testing and marijuana legalization presents ongoing challenges for employers, especially those operating in multiple states. These legal changes are causing a shift in strategy and policy for workplace drug screening programs. Join us to learn how to balance conflicting federal, state, and local laws, human rights, and disability discrimination laws while maintaining a safe work environment. We will cover the top issues employers must consider and outline the necessary action steps to prepare for the future of workplace drug screening programs.

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.

Bill Judge is an attorney with over 39 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

***Prices are in effect until 8/15/25.**

Sunday, October 5, 2025

4:00–6:00 p.m. **C1** **Drug and Alcohol Industry Training Course**

This 6-hour course continues on Monday morning.

REGISTRATION FEE*
$495 SAPAA Member
$595 Non-Member

Gain a comprehensive understanding of both regulated and non-regulated drug and alcohol testing through this detailed course. You'll explore the history of workplace testing, delve into specimen collection, and examine laboratory procedures. The course will also cover the critical roles of Medical Review Officers and Substance Abuse Professionals. You'll gain insights into alcohol testing, emerging technologies, and understand the differences between various DOT agencies. Whether you're preparing for the CSAPA exam or aiming to enhance your expertise, this course is an essential resource for professionals in the field.

Jeff Sims, CSAPA is the President of Xpert Diagnostics, Inc. He serves on the Board of Directors for the Substance Abuse Program Administrators Association (SAPAA) and as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP).

4:00–6:00 p.m. **D1** **DOT Agency Differences: Analyzing Agency-Specific Testing Requirements**

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This session will provide a thorough comparison of the testing programs across various DOT agencies, highlighting the different types of required tests, such as pre-employment, random, and post-accident, and the specific scenarios for each. It will cover the unique policy, recordkeeping, and training requirements that distinguish each agency's approach to ensuring compliance and safety along with touching on other differentiating factors like regulatory standards and the substances tested, providing a clear understanding of the tailored testing protocols for each agency.

Helen White, CSAPA, is the founder and President of White Glove Drug & Alcohol Testing, Inc. Helen owns and operates five facilities in Maryland that provide drug and alcohol collection services for both regulated and non-regulated employers, as well as a team of on-site collection personnel. In addition to collection services, she also provides Third Party Administration to DOT-regulated drug and alcohol testing programs, specializing in FMCSA, FTA, PHMSA, and USCG for more than 1200 clients. Helen has more than 28 years in the drug and alcohol testing industry with hands-on experience functioning in several different capacities. She earned her CSAPA certification in 2009. White Glove is a certified TPA by both SAPAA and NDASA. Helen has also held MRO-A certification by MROCC. She is a certified instructor for both urine drug and alternative specimen collections.

4:00–6:00 p.m. **D2** **Random, Not Reckless: Building a Compliant and Effective Random Testing Program**

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This session provides DERs—and the TPAs who support them—with a comprehensive guide to running a compliant and effective random testing program. Whether you're managing a small, single-agency DOT program or a complex, multi-agency, multi-location setup, this course will walk through essential requirements and practical strategies. Topics include DOT and Non-DOT program compliance, ensuring true unpredictability, pros and cons of outsourcing vs. managing in-house, and tools to monitor and document compliance. Leave with actionable tips and best practices to run a program that holds up under scrutiny.

Regina Doural, CSAPA, is the General Manager, Compliance Services for First Advantage. Regina has 25 years of experience in the drug testing industry. As the General Manager, Compliance Services, Regina provides oversight of all areas of regulatory compliance, audit services, and client consultation. Regina has created and delivered numerous training programs and webinars on all aspects of drug and alcohol testing including combatting cheating, audit preparation, and monitoring compliance as the Designated Employer Representative. Additionally, she has spoken at a number of industry conferences. In 2011, Regina became a Certified Substance Abuse Program Administrator (CSAPA) and currently serves on the Board for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). Regina serves as the Treasurer for the Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. In this capacity, she provides training programs at their annual conference and during monthly webinars.

SESSIONS

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SESSIONS

Monday, October 6, 2025

8:00 a.m.–12:30 p.m. **C1** **Drug and Alcohol Industry Training Course**

This 6-hour course is continued from Sunday afternoon.

REGISTRATION FEE*
$495 SAPAA Member
$595 Non-Member

Gain a comprehensive understanding of both regulated and non-regulated drug and alcohol testing through this detailed course. You'll explore the history of workplace testing, delve into specimen collection, and examine laboratory procedures. The course will also cover the critical roles of Medical Review Officers and Substance Abuse Professionals. You'll gain insights into alcohol testing, emerging technologies, and understand the differences between various DOT agencies. Whether you're preparing for the CSAPA exam or aiming to enhance your expertise, this course is an essential resource for professionals in the field.

Jeff Sims, CSAPA is the President of Xpert Diagnostics, Inc. He serves on the Board of Directors for the Substance Abuse Program Administrators Association (SAPAA) and as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP).

8:00–10:00 a.m. **E1** **Mastering TPA Success: Key Strategies to Launch and Grow Your Drug Testing Business**

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

Looking to launch your own Third-Party Administrator (TPA) business, or expand and optimize your existing TPA, collection site, or consortium? This course is designed to equip you with the critical best practices for building a robust TPA model that attracts and retains clients. Learn how to deliver higher-value services, improve operational efficiency, and differentiate your business in the competitive drug testing industry. Whether you're just starting or looking to take your TPA to the next level, this course will provide the strategies you need to succeed.

Tom Pool currently serves as the Executive Administrator at Drug Free Business, a Third Party Administrator. He's also a former DEA Special Agent, a Certified Substance Abuse Program Administrator (CSAPA), a Commissioner at the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP), and frequently presents training sessions for the SAPAA Training Institute. Tom has developed training curricula in the areas of drug demand reduction, drug legalization issues, drugs in the workplace, and crime prevention, among others.

8:00–10:00 a.m. **E2** **FMCSA (and the Clearinghouse) for Beginners: What You Need to Know**

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This course is designed with the new drug and alcohol testing industry employee in mind. It details the basic information, specifically as it relates to FMCSA and its regulations, including Clearinghouse information. The course will also explore relationships between employers (DERs) and TPAs. Those individuals who would benefit from this course include new employees of TPAs or anyone who is relatively new to the drug and alcohol testing industry and is primarily tasked with FMCSA regulatory compliance.

Linda Richardson is a drug and alcohol testing industry consultant with expertise in workplace and DOT regulatory compliance, with a special emphasis on training and education. She has been a Certified Substance Abuse Program Administrator (CSAPA) since the early 2000s. She is a nationally recognized expert in the areas of federal drug testing regulations, testing procedures, and drug and alcohol abuse awareness training for employees and managers, and regularly presents at conferences and on webinars. She also served as a Designated Employer Representative (DER) for 6 years in the energy sector. In her role as a consultant, she regularly performs program audits and collection site inspections on behalf of employers. She served on the SAPAA Board of Directors a total of 12 years since the late 1990's and as SAPAA's President from 2012 to 2013. Linda is a current SAPAA member.

8:00–10:00 a.m. **E3** **Maximize Your Drug Testing Program: Understanding Roles and Responsibilities of DER, TPA, MRO, and Collector**

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

Join us to gain a comprehensive understanding of the roles involved in drug testing—whether you're a TPA, Collector, MRO, or DER. This session delves into the specific responsibilities of each role and their interdependent relationships. We'll also cover which tasks can be outsourced and those better suited to in-house management. Additionally, we'll examine how these responsibilities may be affected by having multiple locations or programs. As a DER, you'll acquire extensive knowledge of the requisite compliance with state and federal regulations. You'll also gain valuable insights on how to effectively collaborate with your service providers. Don't miss out on this essential learning experience.

Regina Doural, CSAPA, is the General Manager, Compliance Services for First Advantage. Regina has 25 years of experience in the drug testing industry. As the General Manager, Compliance Services, Regina provides oversight of all areas of regulatory compliance, audit services, and client consultation. Regina has created and delivered numerous training programs and webinars on all aspects of drug and alcohol testing including combatting cheating, audit preparation, and monitoring compliance as the Designated Employer Representative. Additionally, she has spoken at a number of industry conferences. In 2011, Regina became a Certified Substance Abuse Program Administrator (CSAPA) and currently serves on the Board for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). Regina serves as the Treasurer for the Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. In this capacity, she provides training programs at their annual conference and during monthly webinars.

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Monday, October 6, 2025

8:00–10:00 a.m.

E4 Reasonable Suspicion Testing: A Comprehensive Supervisor Training

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This course provides supervisors with essential training to identify signs, symptoms, and performance indicators of drug and alcohol misuse, covering topics like reasonable cause, testing procedures, confidentiality, reasons for testing, and common drugs of abuse. It is applicable to both DOT and non-DOT settings and meets the specific training requirements for FMCSA, FAA, FTA, FRA, and PHMSA. The comprehensive curriculum equips supervisors to determine reasonable suspicion for testing, ensuring they can maintain a safe and compliant workplace.

Dennis Kerns has more than 28 years of experience in a medical laboratory environment. He received a Bachelor of Technology degree from the Oregon Institute of Technology, and has his Medical Technologist MT(ASCP) certification from the American Society of Clinical Pathology. Dennis is the current Training Institute Committee Co-Chair and a past president of SAPAA and serves as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals. Dennis' experience includes some time spent in Canada—first in 1996 to initiate a partnership with a Canadian group to form CannAmm, and then again in 2005 to take on full-time employment at CannAmm.

10:30 a.m.–12:30 p.m.

F1 Collectors: The Hidden Dangers of Cutting Corners—How Small Mistakes Can Lead to Big Consequences

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

How badly do you want to defend a mistake you or your collector made? Imagine sitting in the witness chair, trying to justify a shortcut or deviation from protocol—while knowing everyone in the room sees exactly what went wrong. It's not a situation anyone wants to face, and the good news is, you don't have to. This session explores the real-life consequences of inconsistent or incorrect collections, and why attention to detail matters at every step. We'll cover how cutting corners, "bending the rules," or inconsistency can create serious compliance and legal problems—invalid and cancelled tests, lost business, failed audits, and civil liability—and provide practical strategies for collectors to get it right—every single time. Because when you do it right, you never have to worry about defending it later.

Mary Hines, CSAPA has worked in the drug and alcohol testing field since the passage of the Drug-Free Workplace Act in 1988. She is a Certified Substance Abuse Program Administrator and is the owner of SimplePath, a drug and alcohol program consultation service. Additionally, she is a Master Distributor and trainer for Lifeloc Technologies, a company that manufactures alcohol testing equipment. Mary serves as a commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) and is a co-inventor of the OraSecure oral fluids collection device, developed in partnership with Omega Laboratories. She is also a Past President and Past Board member of SAPAA and is currently a trainer for the SAPAA Training Institute.

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10:30 a.m.–12:30 p.m.

F2 Effective SAP Program Implementation: Ensuring Compliance Through SAP-DER-TPA Collaboration

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

DOT-mandated drug and alcohol testing programs are only as effective as the team behind them. Whether you're an experienced SAP, a new DER, or a seasoned TPA, you've likely encountered challenges in navigating compliance, communication, or collaboration. This one-of-a-kind course dives deep into the intersection of SAP, DER, and TPA roles, offering you the knowledge, tools, and real-world strategies to avoid costly mistakes and elevate your program's integrity.

Robin L. Schelling is a renowned mental health advocate, workplace safety expert, and speaker specializing in the intersection of substance abuse education and workplace safety compliance. With over 25 years of experience in occupational safety and health and 10 years in behavioral sciences, Robin has collaborated with industry leaders to develop innovative policies addressing mental health challenges in professional environments. A passionate educator, Robin's work focuses on destigmatizing treatments like ketamine, MDMA, ayahuasca, and ibogaine while promoting safe and inclusive workplace practices. As a sought-after keynote speaker, Robin has inspired audiences with actionable strategies to integrate mental health innovation into organizational culture.

10:30 a.m.–12:30 p.m.

F3 The Importance of Policies, Procedures, and Job Descriptions

REGISTRATION FEE*
$345 SAPAA Member
$415 Non-Member

The role of workplace policy, procedures, and job descriptions in the era of marijuana at work is more important than ever before. As laws affecting marijuana use continue to shift and change, employers must have a strong drug and alcohol testing policy, specific procedures for implementing and enforcing the policy in their workplace, and comprehensive job descriptions for each employee segment (especially for employees who are categorized as safety or security-sensitive). Join us to learn key items to include in your drug and alcohol testing policy, the importance of having documented procedures that complement the language of your policy, why detailed job descriptions could be the key to your success and the growing need for reasonable suspicion training for supervisors and managers.

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.

Bill Judge is an attorney with over 39 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

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SESSIONS

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Monday, October 6, 2025

10:30 a.m.–12:30 p.m.

F4 Unique Situations DERs Face and How to Handle Them While Remaining Compliant

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This course not only defines the Designated Employer Representative (DER) role and provides insight when making difficult decisions, but at the same time explains how to maintain compliance with federal regulations and policy. Explore real-life situations that DERs have faced during the execution of their duties and learn what to do if a positive drug or alcohol test result is challenged. Understand what kind of questions the DER should anticipate if a challenged test result requires testimony by deposition or in court. Participants will be encouraged to share difficult experiences and how they were able to resolve them. You might be surprised to learn another DER had a similar situation and learn how they overcame the challenge could be of benefit to you. This training course is geared toward both new and seasoned DERs and anyone who advises DERs, including TPAs.

Linda Richardson is a drug and alcohol testing industry consultant with expertise in workplace and DOT regulatory compliance, with a special emphasis on training and education. She has been a Certified Substance Abuse Program Administrator (CSAPA) since the early 2000s. She is a nationally recognized expert in the areas of federal drug testing regulations, testing procedures, and drug and alcohol abuse awareness training for employees and managers, and regularly presents at conferences and on webinars. She also served as a Designated Employer Representative (DER) for 6 years in the energy sector. In her role as a consultant, she regularly performs program audits and collection site inspections on behalf of employers. She served on the SAPAA Board of Directors a total of 12 years since the late 1990's and as SAPAA's President from 2012 to 2013. Linda is a current SAPAA member.

1:30–3:30 p.m.

G1 Comprehensive Audit Readiness: Equipping Your Organization and Assessing Service Agents Effectively

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

Many people panic when they are notified of an upcoming audit. As the DER, you are responsible for the actions of all your service providers. How can you ensure they are doing things correctly, so they do not turn into findings on your audit? Preparation is the key to passing an audit. During this course, we will discuss different techniques for auditing all your service agents, not just your collection site. Auditing your TPA or MRO should be handled differently than the techniques used to audit your collection site. We will also discuss how auditing your service providers will help make your program better and how these audits can help you be prepared for any program audits, long before you receive notice of one.

Regina Doural, CSAPA, is the General Manager, Compliance Services for First Advantage. Regina has 25 years of experience in the drug testing industry. As the General Manager, Compliance Services, Regina provides oversight of all areas of regulatory compliance, audit services, and client consultation. Regina has created and delivered numerous training programs and webinars on all aspects of drug and alcohol testing including combatting cheating, audit preparation, and monitoring compliance as the Designated Employer Representative. Additionally, she has spoken at a number of industry conferences. In 2011, Regina became a Certified Substance Abuse Program Administrator (CSAPA) and currently serves on the Board for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). Regina serves as the Treasurer for the Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. In this capacity, she provides training programs at their annual conference and during monthly webinars.

1:30–3:30 p.m.

G2 Employers Proceed with Caution: The Growing Impacts of "Off-Duty" Marijuana Use Workplace Protections

REGISTRATION FEE*
$345 SAPAA Member
$415 Non-Member

A trend with the legal language in state and municipal marijuana laws continues to afford more protections for individuals who legally consume cannabis. These laws impact the who, what, when, where, why, and how of testing for marijuana, as well as the disciplines employers can impose. How can an employer discern is substance use was "at work" or "off-duty?" The science of marijuana use and the understanding of workplace impacts of marijuana use are evolving FAST. Employers must reassess their testing strategies and screening policies to strike a balance between addressing labor shortages, maintaining workplace safety, and ensuring fairness. How can employers find some harmony with it all?

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.

Bill Judge is an attorney with over 39 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

***Prices are in effect until 8/15/25.**

Monday, October 6, 2025

1:30–3:30 p.m. G3 Mobile Collections with a Minimum Investment

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

Are you leaving money on the table by turning away clients who operate 24/7, work in remote areas, or lack nearby collection facilities? Mobile drug and alcohol testing services are in high demand—and not offering them could mean missing out on a major revenue stream. The good news: you don't need a $100,000 mobile unit to meet that demand. In this session, you'll learn how to set up a compliant, effective mobile collection service on a budget. We'll walk through what equipment you actually need to meet federal requirements, and how to structure your pricing for profitability. Whether you're looking to grow your existing business or launch something new, this course will show you how to take your services on the road—without taking on debt.

Mary Hines, CSAPA has worked in the drug and alcohol testing field since the passage of the Drug-Free Workplace Act in 1988. She is a Certified Substance Abuse Program Administrator and is the owner of SimplePath, a drug and alcohol program consultation service. Additionally, she is a Master Distributor and trainer for Lifeloc Technologies, a company that manufactures alcohol testing equipment. Mary serves as a commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) and is a co-founder of the OraSecure oral fluids collection device, developed in partnership with Omega Laboratories. She is also a Past President and Past Board member of SAPAA and is currently a trainer for the SAPAA Training Institute.

Trish McCoy is the owner of Quick Trax, LLC, and co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories, Inc. She is a Lifeloc Technologies Master Trainer with nearly 20 years experience in the instruction/certification of DOT Collection Personnel and Breath Alcohol Technicians. She is a trainer for SAPAA and provides DOT Supervisor Reasonable Suspicion and Employee Training, and consultation for new Collection Sites.

1:30–3:30 p.m. G4 Strategies for Building Your Drug Testing Program

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

It's time to elevate your drug testing program! Increase enthusiasm and support for your program while demonstrating its value as a revenue generator, not just a cost center. DERs and service agents take note: This course offers strategies and tips just for you. Expect to walk away from this course with the tools you need to enhance and fortify your drug testing programs.

Dennis Kerns has more than 28 years of experience in a medical laboratory environment. He received a Bachelor of Technology degree from the Oregon Institute of Technology, and has his Medical Technologist MT(ASCP) certification from the American Society of Clinical Pathology. Dennis is the current Training Institute Committee Co-Chair and a past president of SAPAA and serves as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals. Dennis' experience includes some time spent in Canada—first in 1996 to initiate a partnership with a Canadian group to form CannAmm, and then again in 2005 to take on full-time employment at CannAmm.

1:30–3:30 p.m. G5 The Drugs We Test For, and Why

REGISTRATION FEE*
$175 SAPAA Member
$225 Non-Member

This training will provide you, the employer, DER, HR professional, or third-party administrator, with information to help answer the common questions of "who, what, when, and why are we testing?" You'll receive Information about the actual drugs involved to justify your specific testing panel, the reasons for testing, and how to minimize the risks involved. Most everyone employed in the testing industry has a strong interest in issues surrounding illicit drug use, but may want a better understanding of how and why drugs of abuse are controlled. The current movement to legalize drugs makes it even more important that professionals understand how illegal substances and illicit use are defined. Knowledge of how drugs are controlled is becoming more critical when we try to advise clients on wording policies and taking action after a perceived workplace offense.

Tom Pool currently serves as the Executive Administrator at Drug Free Business, a Third Party Administrator. He's also a former DEA Special Agent, a Certified Substance Abuse Program Administrator (CSAPA), a Commissioner at the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP), and frequently presents training sessions for the SAPAA Training Institute. Tom has developed training curricula in the areas of drug demand reduction, drug legalization issues, drugs in the workplace, and crime prevention, among others.

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***Prices are in effect until 8/15/25.**

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Monday, October 6, 2025 | 4:00–5:30 p.m.

Collaborate Think Tank Discussions for DERs, TPAs, and Collectors/BATs

Guided by experienced facilitators, SAPAA's Collaborate Think Tank sessions are designed for active participation and problem-solving. Participants dive into pressing challenges and deliberate on pivotal issues and concerns. These sessions foster the generation of innovative best practice solutions. Join us to be part of a transformative experience in addressing key industry challenges.

Monday, October 6, 2025 | 5:45–6:15 p.m.

Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) Information Session: Who, What, Why and How to Get Certified

This session will outline the path to achieving the coveted CSAPA or CDAPA certification. CCDAPP Commissioners will discuss the Commission's purpose and provide answers to frequently asked questions. Participants will earn a voucher for reduced exam fees that can be used when they are ready to take the plunge and boost their career credentials!

CCDAPP

Monday, October 6, 2025 | 6:30–7:00 p.m.

First-Time Attendee Orientation

Join SAPAA leadership for a friendly and informative orientation! We'll introduce you to the conference layout and help you get to know other first-time attendees. It's a great chance to network and make connections, ensuring you feel right at home. Plus, you'll pick up valuable insights and tips to make the most of your conference experience, setting you up for a successful and enriching time with us. We can't wait to meet you!

Monday, October 6, 2025 | 7:00–9:00 p.m.

Welcome Dinner Reception with Exhibitors

Kick off the 2025 SAPAA Annual Conference at our Welcome Dinner Reception! Enjoy great food and connect with fellow attendees and exhibitors. Celebrate our theme, "Valley of Vision: Innovate, Educate, Accelerate," while exploring the latest industry innovations and trends. It's the perfect opportunity to network, discover new ideas, and start the conference on an exciting note.

SPONSORSHIP

Hungry for visibility? Sponsor our Welcome Dinner Reception—great food, great exposure. Contact SAPAA to learn more!

Tuesday, October 7, 2025

8:15–9:15 a.m. **Breakfast Buffet**

Start your day with our delicious hot breakfast buffet, featuring a variety of freshly prepared options to fuel you for the day ahead. If you have any food restrictions, let us know about them when you register.

9:15–9:30 a.m. **Welcome from 2024–2025 SAPAA President**

Start our conference with a welcome from President Charlie Sullivan, who will kick off an exciting few days of learning, networking, and fun!

Charlie Sullivan is Sr. Director, Customer Success for the Workforce Health Solutions business at Quest Diagnostics. Charlie has been with Quest since 1995 in varying roles working with employers to find health and safety solutions for their workforce. Charlie has served on the SAPAA Board of Directors since 2021 and volunteers for several agencies supporting child welfare.

9:30–10:30 a.m. **Plenary Session: Vision From the Top: Why Employers Test and What It Means**

What drives some of the nation's largest employers to invest in workplace drug and alcohol testing programs—both DOT and non-DOT? How do senior leaders weigh safety, liability, compliance, and culture in shaping their approach? Join us for a panel moderated by industry veteran Bon Idziak as we kick off our conference with candid insights from top-level decision-makers. Hear firsthand how major organizations define success in program administration, the challenges they face, and what they see on the horizon.

Bon Idziak is a 27-year industry veteran and expert in Background Screening, Drug Testing, and HR Technology. He is the President of iCover USA and serves on the Board of Directors for the International Forum for Drug and Alcohol Testing (IFDAT). Bon has held leadership roles at companies like NetForce Global LLC, Accurate Background, and Checkr, and he's a past President of SAPAA. An advocate for compliance and best practices, Bon regularly consults with national employers and associations on cost-effective, regulatory-compliant screening solutions. He is actively involved in policy discussions with government agencies and industry organizations, including the Consumer Financial Protection Bureau, Federal Trade Commission, and Department of Homeland Security.

Panelists are being finalized and will be added as soon as they are confirmed.

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Tuesday, October 7, 2025

10:45–11:45 a.m. **Breakout Sessions**

Beyond the Cup: Modernizing Drug Testing for Compliance and Innovation

Drug testing is changing quickly and dramatically. Lab-based and rapid-result oral fluid testing, reader technology, impairment detection systems and app-based programs, and other emerging technologies are combining to change the landscape of employee screening programs. Bill Current of the Current Consulting Group will lead a discussion with a diverse panel of industry experts who will take a deep dive into the future of drug testing and impairment identification from both a compliance and technology perspective.

Bill Current founded the Current Consulting Group in 1998 and it has become the number one recognized brand name in state-law and federal-regulation compliance and marketing consulting in the drug testing industry. He created Current Compliance, the most up-to-date and comprehensive on-line database service on all state laws related to workplace drug testing, including marijuana and workers' compensation laws.

Jackie Pirone, joined CCG as the company's Vice President in 2024 after serving for 16 years as the Director of Marketing for OraSure Technologies. She has more than 30 years of experience in the drug testing industry. Jackie is an expert on both the technology and practical aspects of lab-based oral fluid testing. She is a popular public speaker and the author of many papers on drug testing issues.

Patrice Kelly was the longest serving Director of the Office of Drug and Alcohol Policy and Compliance in the U.S. Department of Transportation before joining Current Consulting Group as the Co-President of Patrice Kelly Global Solutions. Patrice was the leading trusted advisor to the Secretaries of Transportation, Federal agency leaders, and White House personnel under many Presidential Administrations, as well as to Congressional staff. She was the Federal government's top expert in DOT drug and alcohol regulations, policies, and national drug control policies from a transportation perspective. She is the expert from whom other recognized experts seek advice domestically and internationally and is a sought-after public presenter and trainer. She has written and or substantively provided input into many of the DOT's regulations on drug and alcohol testing. She was also the primary author of the DOT's oral fluid testing regulation in 2023. Until she left ODAPC to serve on a 2-year assignment to the National Drug and Alcohol Screening Association, Patrice was the only DOT official to have ever served as the decision-maker on Public Interest Exclusions against non-compliant service agents who posed a significant threat to safety.

Kirk Cizerle is the Chief Executive Officer at RecoveryTrek. He brings over 20 years of experience and proven excellence in Information Technology and Technical Management. He has extensive experience serving the federal, state, and local governments and healthcare industries. With numerous successful testing programs and proprietary applications under his belt, Kirk has perfected his ability to customize and design solutions for each and every customer.

Ken Fichtler is the Founder and CEO of Gaize, a first of its kind real-time impairment detection platform. Gaize analyzes eye movement changes using artificial intelligence to discover impairment from cannabis and other drugs.

Shannon Bower earned her B.S. in Molecular Biology from Auburn University. She worked in the field of ophthalmology for a number of years before joining eScreen in 1999. She has held various roles within eScreen's National Account Management team and became part of the Workplace leadership team in 2018. During her tenure, she has consulted with some of the nation's largest national employers implementing and supporting drug testing and occupational health programs as well as working with large national background check providers who utilize eScreen for the fulfillment of workplace testing for their clients. Ms. Bower's experience as a subject matter expert in pre-employment, random, post-accident and for-cause testing programs has provided value for her clients and organization.

Mastering the Impairment Code: Leadership Strategies to Recognize, Respond, and Resolve Substance Use in the Workplace

Substance use in the workplace presents significant challenges for leadership, impacting safety, productivity, and overall organizational culture. With over 30 years of expertise in drug and alcohol impairment and as the author of the upcoming book, Mastering the Impairment Code: Leadership Strategies to Recognize, Respond, and Resolve Drug Use in the Workplace, Chuck brings a wealth of knowledge on how substance abuse affects workplace safety and strategies to address it effectively. This presentation equips leaders with actionable tools to recognize signs of impairment, respond to substance-related incidents confidently, and implement resolutions that prioritize safety and compliance. Attendees will learn how to foster a culture of accountability while mitigating risks, ensuring that their workplaces remain both productive and drug-free.

Chuck Marting is a highly respected speaker, entrepreneur, and business leadership trainer with a strong focus on workplace safety solutions as well as employee training. A retired law enforcement officer, Chuck began pursuing his lifelong dream of entrepreneurship after 19 years in law enforcement. In his time as a law enforcement officer, Chuck had the privilege of serving as a Drug Recognition Expert (DRE) where he specialized in DUI, drug impairment, and drug of abuse trends for 17 years. Chuck was featured as an expert in a CBS Channel 4 News report on juvenile drug abuse in Colorado. As a speaker, trainer, and consultant, Chuck is passionate about identifying drug impairment in the workplace, assisting businesses in maintaining a safe work environment and assisting entrepreneurs and leaders in becoming more confident, clear, and purposeful at the same time.

The Psychedelic Frontier: Ketamine, MDMA, Ayahuasca, and Workplace Safety

Discover how cutting-edge mental health therapies like keta mine, MDMA, ayahuasca, and ibogaine are transforming mental health care—and what this means for the workplace. This session explores the science behind these treatments, their potential to enhance employee well-being, and the challenges they pose to workplace safety and traditional drug testing policies. Gain insights into crafting forward-thinking workplace policies that balance safety, compliance, and support for mental health innovation. Through real-world examples and expert insights, learn how to navigate the intersection of therapeutic breakthroughs and workplace dynamics.

Robin L. Schelling is a renowned mental health advocate, workplace safety expert, and speaker specializing in the intersection of substance abuse education and workplace safety compliance. With over 25 years of experience in occupational safety and health and 10 years in behavioral sciences, Robin has collaborated with industry leaders to develop innovative policies addressing mental health challenges in professional environments. A passionate educator, Robin's work focuses on destigmatizing treatments like ketamine, MDMA, ayahuasca, and ibogaine while promoting safe and inclusive workplace practices. As a sought-after keynote speaker, Robin has inspired audiences with actionable strategies to integrate mental health innovation into organizational culture.

Tuesday, October 7, 2025

10:45–11:45 a.m. **Breakout Sessions** *(continued)*

Medical Review Officers—Not All Are Created Equal: A Standardized Approach for International Application and Beyond

In an increasingly globalized workforce, organizations are challenged to bridge the wide gulf between regional expectations, legal frameworks, and operational realities. The new International Standard for Medical Review Officers (MROs) aims to serve as a unifying benchmark, guiding all involved through the maze of conflicting protocols and interpretations. The Standard encourages collaboration between employers, laboratories, toxicologists, and MROs to foster a culture of continuous improvement and shared responsibility. By establishing clear criteria for specimen result verification and processes, this Standard promises not only to reduce ambiguity in test result management but also to safeguard the rights and reputations of employees and employers across borders.

Nadine Wentzell is a consultant pharmacist with over 30 years of helping employers manage substance use. She is a leading voice on drug and alcohol testing, and the modernization of policies to reflect evolving workplace realities. Nadine's work is grounded in evidence-based science to help her clients make informed decisions, particularly regarding cannabis. Her case management collaborations result in employees safely returning to work, following accountable and sustainable processes. Nadine enjoys sharing her expertise through speaking events in Canada, the US and internationally. Her US work includes employers governed by the US DOT and the Nuclear Regulatory Commission (NRC). Nadine is Chair of the International Association of Medical Review Officers (IAMRO), which has established an international Standard to guide MROs around the globe. She is excited to share her learnings with SAPAA conference attendees and looks forward to your questions and engaging in active discussions!

George Gilpatrick is partner at Cahill Swift, LLC, working from Boston, MA and Jacksonville, FL. Since 2000, he has served as senior team leader for FTA's National Drug and Alcohol Program and as a national trainer for FTA. He served as the program manager for the USDOT's clandestine program, ODAPC's special investigations, and the first-ever national MRO review program. He leads the contracted FRA Post-Accident inspection program, program inspections, and oversees the laboratory review team of forensic toxicologists. George has designed, authored, and rebuilt training and certification programs used by the federal government, foreign governments, industry associations, and by thousands of employers. He was a founding board member of NDASA, and IAMRO, and builds safety programs for nations, kingdoms, and employers around the world.

11:45 a.m.–1:15 p.m. **Luncheon, CCDAPP Awards Presentation, SAPAA Annual Meeting**

Luncheon
Enjoy a delicious buffet lunch while networking with peers. This break provides a perfect opportunity to exchange ideas, build valuable connections, and relax in a friendly atmosphere.

CCDAPP Presentation of the Sue Clark Award for Excellence
The Certification Commission for Drug and Alcohol Program Professionals proudly presents their 2025 Sue Clark Award for Excellence. This prestigious award will be given to an individual recognized for outstanding contributions to the drug and alcohol testing industry, demonstrating exemplary leadership, integrity, and high ethical standards. It honors those who have advanced drug-free workplaces and fostered the professional development of future leaders in the field.

SAPAA Annual Membership Meeting
All registrants are invited to join us for a recap of the Association's activities and to recognize the invaluable contributions of our dedicated members. We look forward to celebrating your commitment and support throughout the year.

1:15–2:45 p.m. **Dessert Break with Exhibitors**

Indulge in delicious desserts, sponsored by Lifeloc Technologies, while exploring innovative products and services from leading industry vendors. This is a great chance to network, discover new solutions, and enjoy a laid-back atmosphere with sweet treats.

Lifeloc TECHNOLOGIES
Unlock the Power of Alcohol Testing

2:45–3:45 p.m. **Plenary Session: FMCSA News and Developments**

This session will provide an overview of the latest updates and developments from the Federal Motor Carrier Safety Administration.

Representatives from the FMSCA Drug and Alcohol Programs Division are being finalized and will be added as soon as they are confirmed.

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Tuesday, October 7, 2025

4:00–5:00 p.m. **Breakout Sessions**

Legal issues in Drug Testing

The presentation will provide recent legal updates on drugs of abuse and testing. Topics include historical and changing viewpoints on illegal drugs and safety and illegality in the workplace, the status of federal and state initiatives (including for cannabis), and employment protections for cannabis use, with a focus on impairment. This presentation will also provide practical advice in light of the changing laws and legal landscape in regulated and non-regulated programs and how to minimize legal risk.

Faye Caldwell is the founding partner at Caldwell Everson in Houston, TX. Faye represents clients across the drug testing industry in litigation and contested proceedings, including collectors, employers, MROs, TPAs, and laboratories. Faye focuses her practice on practical advice and solution-based defense of drug testing industry clients in litigation and regulatory matters. She also routinely counsels clients regarding compliance and drug testing industry best practices to mitigate risks and avoid litigation. She has worked extensively in matters involving SAMHSA, DOT, and state law substance abuse testing and is a former member of the Drug Testing Advisory Board.

FTA News and Developments

This session will provide an overview of the latest updates and developments from the Federal Transit Administration.

Iyon Rosario is the Federal Transit Administration's Senior Drug and Alcohol Program Manager in the Office of Transit Safety and Oversight, where she oversees the implementation of federal drug and alcohol regulations affecting over 300,000 transit employees across 3,400 transit providers. In this role, she leads a team that manages an average of 50 drug and alcohol oversight reviews each year. Iyon has over 30 years of experience with FTA and brings a diverse and extensive understanding of FTA's practices related to program planning, grant development and management, and safety oversight.

A View From the Bottom: Current Drug Trends and Challenges Facing the Australasian Drug Market

This session will highlight not only what is currently being seen, but what may evolve over the coming years for two countries that are geographically isolated, but have their own unique drug micro-economies. The session will provide an insight from both a commentary and statistical perspective.

Glenn Dobson is the CEO of The Drug Detection Agency, Australasia's largest workplace drug testing company, and brings unparalleled expertise and leadership to the industry. With over two decades of experience in drug detection and prevention, Glenn is trained in both Drug Abuse Recognition (DAR) and as a methamphetamine cook, providing him with rare firsthand insight into the production and dangers of illicit substances. A former New Zealand Police Officer with 15 years of service, Glenn has dedicated his career to addressing the risks drugs pose to individuals, workplaces, and communities. He is a long-standing member of the California Narcotics Officers Association and has served as a Board Member of the National Drug and Alcohol Screening Association. Currently, he contributes to NDASA's International Committee, driving global discussions on workplace drug testing standards and policy. Glenn is a sought-after speaker, having presented at numerous industry events, sharing his wealth of knowledge on workplace drug testing, substance abuse risks, and strategies to foster safer environments. His passion for raising awareness and equipping organizations with practical solutions has positioned him as a thought leader in the fight against drug misuse in our communities.

5:15–5:45 p.m. **SAPAA Board of Directors Meeting**

2024–2025 and 2025–2026 Board Members are asked to attend this meeting.

Wednesday, October 8, 2025

8:15–9:15 a.m. **Breakfast Buffet with Exhibitors**

Enjoy breakfast in the Expo Hall and connect with our exhibitors while exploring the latest innovations and services in the industry. We'll also be announcing the winners of our conference and exhibitor giveaways. You must be present to win some items, so be sure you're there!

9:20–9:30 a.m. **Welcome from 2025–2026 SAPAA President**

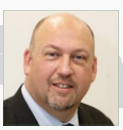
Start day two of the conference with a welcome from our new President Tom Fulmer, who will share some thoughts and pave the way for an exciting day ahead!

Tom Fulmer is the Vice President of Business Development at National Drug Screening and has been instrumental in advancing best practices, training, and innovative solutions for employers nationwide. A nationally recognized speaker and thought leader, Tom is known for his expertise in compliance, communication, marketing, and industry education.

9:30–9:40 a.m. **IFDAT Welcome and Briefing**

Join IFDAT leadership for an overview of the organization's current efforts and upcoming initiatives.

Bon Idziak is a 27-year industry veteran and expert in Background Screening, Drug Testing, and HR Technology. He is the President of iCover USA and serves on the Board of Directors for the International Forum for Drug and Alcohol Testing (IFDAT). Bon has held leadership roles at companies like NetForce Global LLC, Accurate Background, and Checkr, and he's a past President of SAPAA. An advocate for compliance and best practices, Bon regularly consults with national employers and associations on cost-effective, regulatory-compliant screening solutions. He is actively involved in policy discussions with government agencies and industry organizations, including the Consumer Financial Protection Bureau, Federal Trade Commission, and Department of Homeland Security.



Matt Taylor is the current Chairperson and President of IFDAT and the Managing Director of Innovative Testing Solutions (ITS), a UK-based company providing high-quality diagnostic products. With over 22 years of experience in the Drugs and Alcohol Policy, Training, and Testing sector, he specializes in Policy, Point of Care testing, and Sample Collection. Matt has delivered keynotes at global conferences and written numerous D&A policies, training programs, and articles. He is passionate about "Education NOT Propaganda" and has co-founded several successful companies in the industry.

Wednesday, October 8, 2025

9:40–10:30 a.m. **Plenary Session: Above the Clouds: Navigating the Impact of FAA's New Testing Rule**

On December 18, 2024, the Federal Aviation Administration issued a final rule requiring certificated repair stations outside the U.S. to implement drug and alcohol testing programs in compliance with FAA and DOT standards, as well as applicable local laws. Join federal drug and alcohol industry expert Greg Henderson for a high-level overview of this global rule and its potential impact on your operations. This session is sponsored by IFDAT.

IFDAT
International Forum for Drug & Alcohol Testing

Greg Henderson is a seasoned expert in drug and alcohol testing compliance, having held key federal roles including Lead Inspector for the Department of Immigration and Customs detention facilities, Compliance Enforcement Inspector for the FAA, and Drug and Alcohol Program Manager for the Department of the Interior and oversaw drug testing programs for the Department of Justice, DHS Headquarters, U.S. Attorneys, and the IRS Criminal Division. He also served as a U.S. Army Unit Prevention Manager. A Certified Professional Collector Trainer (CPCT), BAT Trainer, and DHHS/DOT Train-the-Trainer, Greg regularly instructs at industry conferences and training courses nationwide. Owner of Federal Drug Testing Services that provides FAA pre-inspection consulting and FAA/HHS DER-accredited course training.

10:45–11:45 a.m. **Breakout Sessions**

Beyond the Test: Integrating Mental Health and Substance Use Support in Workplace Safety Programs

Traditional drug and alcohol testing programs focus primarily on compliance and detection, but what happens after a positive test result? This session will explore how employers can go beyond the test to create a workplace culture that supports employees struggling with substance use disorders (SUDs) and mental health challenges. Attendees will learn how to integrate effective education, intervention, and recovery-ready policies into their existing programs, ultimately reducing turnover, absenteeism, and workplace incidents.

Ruth Bowdish, MS, LICDC, CEAP, SAP, is a nationally recognized expert in workplace safety, substance use prevention, and mental health advocacy. As the Managing Director of On Demand Occupational Medicine, she has spent over 15 years educating employers on effective drug-free workplace strategies. With a background in addiction counseling and employee assistance programs, Ruth specializes in integrating mental health support into workplace safety initiatives. She is a dynamic speaker known for her engaging presentations, real-world expertise, and ability to translate complex regulations into practical, actionable solutions.

Innovative Solutions for Program Design and Client Retention in Workplace Drug and Alcohol Testing

In today's rapidly evolving workplace landscape, organizations are seeking innovative solutions to design effective drug and alcohol testing programs that not only ensure safety and compliance but also foster long-term client relationships. This session will explore cutting-edge strategies for enhancing workplace testing programs, focusing on seamless integration with employee wellness initiatives, leveraging advanced technology, and tailoring solutions to meet the specific needs of diverse industries. With a special emphasis on client retention, the session will share best practices for creating value-driven partnerships, boosting customer satisfaction, and ensuring sustained engagement in a competitive market. Attendees will gain insights into the future of workplace drug testing and how forward-thinking solutions can lead to stronger, more resilient programs that benefit both employers and employees.

Nina French is a seasoned executive with over 20 years of experience in organizational leadership, strategic innovation, and program management. As a forward-thinking leader, she specializes in driving business growth through creative solutions, fostering high-performance teams, and leveraging technology to enhance operational efficiency. Nina has a proven track record of successfully implementing change management strategies, overseeing complex projects, and promoting diversity and inclusion within organizations. She is deeply committed to creating workplaces that support employee well-being, engagement, and development, with a focus on aligning business goals with long-term sustainability.

FRA News and Developments

This session will provide an overview of the latest updates and developments from the Federal Railroad Administration.

A representative from the FRA is being finalized and will be added as soon as they are confirmed.

Deep Dive into FAA's New Testing Rule

Following the high-level overview in the morning's plenary session, join Greg Henderson for a more detailed exploration of the FAA's new drug and alcohol testing rule for certificated repair stations outside the U.S. This breakout session will unpack the finer points of the rule, including implementation strategies, compliance challenges, and practical steps for ensuring your operations align with the new standards. Get ready for an in-depth discussion and a chance to have your questions answered.

Greg Henderson is a seasoned expert in drug and alcohol testing compliance, having held key federal roles including Lead Inspector for the Department of Immigration and Customs detention facilities, Compliance Enforcement Inspector for the FAA, and Drug and Alcohol Program Manager for the Department of the Interior and oversaw drug testing programs for the Department of Justice, DHS Headquarters, U.S. Attorneys, and the IRS Criminal Division. He also served as a U.S. Army Unit Prevention Manager. A Certified Professional Collector Trainer (CPCT), BAT Trainer, and DHHS/DOT Train-the-Trainer, Greg regularly instructs at industry conferences and training courses nationwide. Owner of Federal Drug Testing Services that provides FAA pre-inspection consulting and FAA/HHS DER-accredited course training.

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Wednesday, October 8, 2025

11:45 a.m.–12:15 p.m. **Luncheon**

Join us for our final conference luncheon, the perfect opportunity to enjoy a delicious meal while making final connections with fellow attendees. We'll also be announcing the winners of our trivia game!

12:15–1:00 p.m. **Plenary Session: DOT Program Updates**

This session will provide an overview of the latest 49 CFR Part 40 updates from the U.S. Department of Transportation's Office of Drug & Alcohol Policy & Compliance.

Doug Simon joined the U.S. DOT as the Director of ODAPC in May of 2025. He arrived at DOT after serving four years as the Florida Director of the Office of Drug Control where he was tasked with implementing the Governor's drug control policies across all Florida agencies. He has 12 years of federal government experience across multiple administrations at the U.S. Department of Education and a prior stop at the U.S. DOT. He also served for four years at the Office of National Drug Control Policy as Director of State and Local Affairs and White House Liaison. At ONDCP, he co-authored the Ryan Haight Online Pharmacy Consumer Protection Act and helped implement the President's random student drug testing program.

1:00–2:00 p.m. **Breakout Sessions**

Innovation in Workplace Drug Testing: Preparing for the Future

The landscape of workplace drug testing is evolving rapidly as new technologies, regulatory changes, and workplace safety concerns reshape employer strategies. This presentation will explore the intersection of traditional lab-based testing, point-of-collection testing, impairment detection, and data-driven decision-making. Leveraging insights from Quest Diagnostics' Drug Testing Index™ (DTI), we will examine emerging drug use trends and how innovation is shaping the future of workplace drug testing. Attendees will gain critical insights into how employers can modernize their testing programs to enhance workplace safety, maintain compliance, and support a healthier workforce.

Suhash Harwani, Ph.D., is the Senior Director of Science and Technology for Workforce Health Solutions at Quest Diagnostics. Dr. Harwani received his doctorate in Chemistry from the University of Iowa and has performed clinical, forensic, and environmental toxicology testing for over 15 years. Through this work, he is intimately involved with overall drug positivity and trends within both the general and federally mandated safety-sensitive workforces. Dr. Harwani is a board-certified toxicologist and has developed expertise in the laboratory-based testing of drugs of abuse, positivity and state-based trends for drugs of abuse, and emerging trends for new drugs of abuse on the market.

Nina French is a seasoned executive with over 20 years of experience in organizational leadership, strategic innovation, and program management. As a forward-thinking leader, she specializes in driving business growth through creative solutions, fostering high-performance teams, and leveraging technology to enhance operational efficiency. Nina has a proven track record of successfully implementing change management strategies, overseeing complex projects, and promoting diversity and inclusion within organizations. She is deeply committed to creating workplaces that support employee well-being, engagement, and development, with a focus on aligning business goals with long-term sustainability.

Breaking down the Return-to-Duty Process with the Experts

Navigating the Return-to-Duty (RTD) process can be challenging for employers striving to ensure compliance while supporting employees with drug and alcohol violations. This session covers key steps and best practices for managing the RTD process, with insights from a DOT-qualified Substance Abuse Professional (SAP) and industry experts. We'll address common DER questions, including how to select and vet qualified DOT SAPs, identify red flags, and understand the importance of compliance. Additionally, we'll explore the full RTD process and share strategies for maintaining compliance, from initial assessment to follow-up testing. The session will highlight the value of second-chance and mirrored programs for the general workforce, emphasizing their positive impact on retention, cost savings, and ROI. Attendees will gain actionable insights to navigate the RTD process and create supportive pathways for employee reintegration—fostering a healthier, more accountable workplace culture.

Sandra Serrano is the Chief Development Officer at American Substance Abuse Professionals, Inc., where she has served since 2013. She specializes in DOT drug and alcohol testing programs, regulatory compliance, and industry best practices pertaining to workplace drug and alcohol testing. Sandra collaborates with employers, C/TPAs, and EAPs to develop compliant, risk-mitigating substance use evaluation programs and recovery friendly workplaces for employees. She's served on the SAPAA Board of Directors since 2016, is co-chair of its Conference Committee, and was SAPAA President from 2020–2021.

Tara Sauers has been a dedicated member of the ASAP team since 2021, bringing over 25 years of experience as an Occupational Health Nurse. Her career is distinguished by her expertise in aligning employer substance use programs with broader health strategies, ensuring they meet both federal and state compliance standards. Specializing in drug and alcohol testing solutions under Federal Department of Transportation (DOT) and state regulations, Tara's work supports companies in building safer, healthier workplaces through compliant and effective substance use policies.

FAA News and Developments *(Tentative)*

This session is being finalized and will be updated soon.

The presenter of this session will be updated as soon as it's available.

Revolutionize Your Workplace Testing Program Through Digital Transformation

Digital transformation is rapidly advancing across many industries, driven by technological progress. Global spending on digital transformation is expected to reach trillions of dollars, highlighting its vast impact. However, many drug testing and occupational health services still rely on paper and visually read devices, leading to potentially higher error rates, process inconsistencies, and slower test result turnaround times. In this educational presentation, Shannon Bower, Director of Account Management from Abbott's Workplace Solutions business, will discuss how adopting a digital workflow can revolutionize drug testing and occupational health services, as well as enhance the donor experience.

Shannon Bower earned her B.S. in Molecular Biology from Auburn University. She worked in the field of ophthalmology for a number of years before joining eScreen in 1999. She has held various roles within eScreen's National Account Management team and became part of the Workplace leadership team in 2018. During her tenure, she has consulted with some of the nation's largest national employers implementing and supporting drug testing and occupational health programs as well as working with large national background check providers who utilize eScreen for the fulfillment of workplace testing for their clients. Ms. Bower's experience as a subject matter expert in pre-employment, random, post-accident and for-cause testing programs has provided value for her clients and organization.

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2:15–3:15 p.m. **Breakout Sessions**

Hidden Threats: Undetected Substances in the Workplace— Understanding the Interactions and Managing the Risks

Imagine a workplace where safety isn't compromised by the substances we test for, but by those we don't. The widespread use of prescription and over-the-counter drugs and recreational substances not on the US DOT drug panel often go undetected because we're not looking for them. The current testing panel is a good start, but it's the tip of the iceberg. Countless other substances—taken alone or in combination—can severely impact performance and put everyone's safety at risk. This session uncovers the hidden dangers lurking right under our noses and shows how the use of common, widely used substances can have serious consequences. Learn how to spot the signs, identify the substances of concern, and how to take effective action. It isn't just about compliance—it's about leading by example and addressing an overlooked and growing problem that significantly increases health and safety risks. Leave this session armed with tools and strategies to make your workplaces safer!

Nadine Wentzell is a consultant pharmacist with over 30 years of helping employers manage substance use. She is a leading voice on drug and alcohol testing, and the modernization of policies to reflect evolving workplace realities. Nadine's work is grounded in evidence-based science to help her clients make informed decisions, particularly regarding cannabis. Her case management collaborations result in employees safely returning to work, following accountable and sustainable processes. Nadine enjoys sharing her expertise through speaking events in Canada, the US and internationally. Her US work includes employers governed by the US DOT and the Nuclear Regulatory Commission (NRC). Nadine is Chair of the International Association of Medical Review Officers (IAMRO), which has established an international Standard to guide MROs around the globe. She is excited to share her learnings with SAPAA conference attendees and looks forward to your questions and engaging in active discussions!

Johnny Rogers is a Technical Advisor for the Nuclear Energy Institute where he specializes in Fitness for Duty and Access Authorization program management with over thirty years of successful nuclear program management experience. A strong advocate for mental health and substance abuse attentiveness in the nuclear workplace, Johnny has worked diligently on awareness and training in both nuclear and civic organizations. Johnny currently chairs the national nuclear Access Authorization Fitness for Duty task force and works in collaboration with American Substance Abuse Professionals (ASAP) to develop and conduct training courses for nuclear Substance Abuse Experts. Johnny completed a Bachelor of Science degree in counseling at Old Dominion University and subsequently completed two Master of Science degrees in human services counseling and addiction at Grand Canyon University and Liberty University.

Toxicology Update for 2025 and Beyond

Overview of the challenges and drugs facing workplace drug testing for 2025 and beyond. Lecture will cover fentanyl, designer marijuana products (e.g., Delta-8-THC), and new drugs to the US and internationally. Also will present the status of federal oral fluids and the impact of fentanyl testing in urine and the accreditation of laboratories for testing.

David Kuntz, PhD, is the Executive Director for Analytical Toxicology at Clinical Reference Laboratory in Lenexa, KS. Dr. Kuntz is the College of American Pathologists (CAP) forensic drug testing Scientific Director and holds a laboratory director license in a number of states. Dr. Kuntz is a Board Certified Toxicologist and is a national expert for drug detection in urine, oral fluid, hair, and sweat using GC/MS and LC-MS/MS. Dr. Kuntz has worked in workplace drug testing for the past 37 years and has testified extensively for urine, oral fluid, and sweat samples. The primary research focus the last five years has been in the development of testing panels for new emerging drugs in urine and oral fluids. Most recently, Dr. Kuntz has been providing analytical support for federal studies with marijuana and CBD in blood, oral fluids, and urine.

The Vital Role of DER's and Data Analytics in Drug & Alcohol Testing and Awareness

The session will explore role that DERs and data analytics play in maintaining a safe workplace and the need to have an effective data collection, and analytics, mechanism.

Melvin Rodriguez is the Founder and CEO of Nexus Software Systems, bringing over 15 years of expertise in the transportation and compliance industry. He remains actively engaged with drug and alcohol program managers, providing innovative solutions that streamline program management and support regulatory compliance.

Robin L. Schelling is a renowned mental health advocate, workplace safety expert, and speaker specializing in the intersection of substance abuse education and workplace safety compliance. With over 25 years of experience in occupational safety and health and 10 years in behavioral sciences, Robin has collaborated with industry leaders to develop innovative policies addressing mental health challenges in professional environments. A passionate educator, Robin's work focuses on destigmatizing treatments like ketamine, MDMA, ayahuasca, and ibogaine while promoting safe and inclusive workplace practices. As a sought-after keynote speaker, Robin has inspired audiences with actionable strategies to integrate mental health innovation into organizational culture.

International Medicine and Considerations for the MRO

This session will provide insights into the challenges, complications, and opportunities involved in expanding MRO services internationally. Attendees will learn how to build global connections and navigate differences in laws and regulations. The session will emphasize the importance of cultural understanding, highlighting that not all regions operate under the same principles and expectations as those in the U.S. Additionally, the session will explore the various skillsets required to successfully build and manage international MRO services, offering practical strategies for leveraging these capabilities.

Robert J. Kantor, MD, MPH, FACOEM, is a graduate of Saint Louis University School of Medicine and completed his residency in Occupational and Environmental Medicine at the University of Michigan. He has been a certified Medical Review Officer since 2000 and has also served in an Executive role with respect to international medical services as well as industrial hygiene and toxicology since 2017. He was the original MRO for Integrity Testing and Safety Administrators and after a hiatus is back. Special interests include aviation, and he has worked with a large number of major service providers and manufacturers in that industry segment.

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3:30–4:30 p.m. **Breakout Sessions**

What Employers Are Saying About Drug Testing: The Results of Current Consulting Group's 2025 Employer Drug Testing Survey

The Current Consulting Group has been providing the drug testing industry with insights into trends among drug testing providers and employers for more than two decades thanks to a comprehensive suite of annual surveys. These surveys include information on employer drug testing practices, buying trends, and predictions for the future. Join Bill Current, President and Founder of the Current Consulting Group and Jackie Pirone, CCG's Vice President, as they take participants through the results of Current's 8th Annual Employer Drug Testing Survey and identify critical developments in drug testing that all employers and service providers must know.

Bill Current founded the Current Consulting Group in 1998 and it has become the number one recognized brand name in state-law and federal-regulation compliance and marketing consulting in the drug testing industry. He created Current Compliance, the most up-to-date and comprehensive on-line database service on all state laws related to workplace drug testing, including marijuana and workers' compensation laws.

Jackie Pirone, joined CCG as the company's Vice President in 2024 after serving for 16 years as the Director of Marketing for OraSure Technologies. She has more than 30 years of experience in the drug testing industry. Jackie is an expert on both the technology and practical aspects of lab-based oral fluid testing. She is a popular public speaker and the author of many papers on drug testing issues.

Cultivating a Safer Workplace: The Role of Reasonable Suspicion Training in Mitigating Substance Impairment Risks

In today's evolving workplace, ensuring employee safety is paramount, particularly as attitudes and laws surrounding substances like cannabis change. This presentation will explore how reasonable suspicion training equips organizations to proactively identify and address potential substance impairment, ultimately reducing the risk of incidents and accidents on job sites.

Erin Baird is the Director of Client Relations at SureHire, a role she has held since 2012. With over a decade of experience in the occupational health testing industry, Erin has developed a comprehensive understanding of workplace health and safety across a wide range of sectors, including Oil & Gas, Construction, Transportation, and more. Throughout her tenure at SureHire, Erin has built strong relationships with diverse clients, providing tailored solutions to meet their unique needs. She has become a trusted advisor to organizations seeking to optimize their occupational health programs. As a recognized thought leader in the industry, Erin has been an active participant in numerous conferences and training programs. She has presented at key industry events and facilitated impactful Reasonable Suspicion Training, empowering professionals to make informed decisions in the workplace. Erin is a dynamic and engaging speaker that aims to provide value to audiences.

5:00–8:00 p.m. **SAPAA Board of Directors Meeting**

2024–2025 and 2025–2026 Board Members are asked to attend this meeting.

CANCELLATIONS AND REFUNDS: Requests for cancellation received in writing (e-mail is acceptable) before 9/5/25 will be granted to the original payment method used, less a $50 administrative fee. Generally, no refunds will be made after that time; however, an organization may transfer a registration to another representative without penalty by contacting SAPAA in writing and providing the new representative's name. Transfers of registration may only be granted for the same conference —carry over to a later year is not permitted. Please contact SAPAA at 1-800-672-7229 before registering if you have any questions.

PHOTOGRAPHY RELEASE: By registering for the SAPAA Annual Conference & Expo, registrants acknowledge that SAPAA may capture photographs and videos during the event in which they may appear as a participant. Additionally, participants:

- Consent to SAPAA's use of these photographs and videos, including any comments made in print, electronic, or other media for educational or promotional purposes.
- Agree that registrants may be identified as an attendee in these materials.
- Understand that these photographs and videos may be posted on the SAPAA website and used in social media.
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PRESENTATION SESSIONS: Presentation sessions are a cornerstone of SAPAA's Annual Conference & Expo, providing a vital platform for the exchange of ideas and insights. We invite industry experts to share their personal perspectives on the current challenges and opportunities within our field. Please note that these speakers are typically not SAPAA employees and their views and opinions are solely their own, not reflective of SAPAA's positions.

ATTENDEE LIST: As an attendee, you will be listed in the Attendee List and gain access to networking features within the conference app. These tools are designed to help you connect with peers and exhibitors before, during, and after the conference. While you can opt out of being included in the Attendee List, please note that this will limit some of the app's available features.

PROGRAM CHANGES: SAPAA reserves the right to make changes to the conference schedule, speakers, or content at any time without prior notice. While every effort will be made to provide the program as advertised, circumstances beyond SAPAA's control may necessitate changes. SAPAA will not be held liable for any costs or damages incurred by attendees as a result of such changes, including but not limited to travel or accommodation expenses.

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ANTITRUST: SAPAA is committed to ensuring that you, your organization, and SAPAA fully comply with the relevant antitrust laws as they pertain to the activities of the association. Trade associations, although well recognized as valuable tools of business, are subject to close scrutiny by both federal and state governments. The primary areas of concern relating to antitrust are price fixing, membership limitation, standardization/certification, and industry self-regulation. Antitrust compliance is important because the consequences of violations can be serious to SAPAA, your organization, and you. Violations of the Sherman Antitrust Act are felonies which can subject an individual to fines of up to $100,000 and to imprisonment for as long as three years, and subject SAPAA or your company to civil liability for treble damages and to injunctions that could impair your company's ability to compete effectively. Please remember that SAPAA may be held liable for your activities at a SAPAA function or even elsewhere. If you would like additional information on what constitutes an antitrust violation, please contact the SAPAA office at info@sapaa.com or 1-800-672-7229.

Registration Form

Send completed form to info@sapaa.com
or fax to (281) 664-3152.
One registration per form, please.

THE RATES ON THIS FORM ARE IN EFFECT THROUGH 8/15/25.

Registrant Details

Full Name: *(include any credentials you'd like on badge)* _____

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Organization Name: _____

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Best phone number to reach you onsite at the Conference: _____

Do you have any special food/accessibility needs? _____

Is your organization a SAPAA member? ☐ **Yes** ☐ **No** **Is this your first SAPAA Conference?** ☐ **Yes** ☐ **No**

Conference Registration

- ☐ **SAPAA Member - $545**
- ☐ **Non-Member - $595**

Conference Extras *(No additional cost)*

- ☐ DER Think Tank Session
- ☐ TPA Think Tank Session
- ☐ Collector/BAT Think Tank Session
- ☐ CCDAPP Info Session
- ☐ Attendee Orientation

Breakout Session Choices

- ☐ Modernizing Drug Testing for Compliance
- ☐ Leadership Strategies to Recognize, Respond...
- ☐ The Psychedelic Frontier
- ☐ Medical Review Officers—Not All Are Created Equal
- ☐ Legal Issues in Drug Testing
- ☐ FTA News and Updates
- ☐ Drug Challenges Facing the Australasian Drug Market
- ☐ Integrating Mental Health and Substance Use Support...
- ☐ Solutions for Program Design and Client Retention
- ☐ FRA News and Developments
- ☐ Deep Dive into FAA's New Testing Rule
- ☐ Innovation in Workplace Drug Testing
- ☐ Breaking Down the RTD Process with the Experts
- ☐ FAA News and Updates *(Tentative)*
- ☐ Revolutionize Your Workplace Testing Program
- ☐ Undetected Substances in the Workplace
- ☐ Toxicology Update for 2025 and Beyond
- ☐ Vital Role of DER's and Data Analytics
- ☐ International Medicine and Considerations for the MRO
- ☐ Results of CCG's 2025 Employer Drug Testing Survey
- ☐ Role of Reasonable Suspicion Training

Training Institute Registration

- ☐ **A1:** Urine Collector Train-the-Trainer... ($550/$650)
- ☐ **B1:** Optimizing Collection Sites for Oral Fluid Testing ($175/$225)
- ☐ **B2:** The Shift in Workplace Drug Screening Programs ($345/$415)
- ☐ **C1:** Drug and Alcohol Industry Training Course ($495/$595)
- ☐ **D1:** DOT Agency Differences ($175/$225)
- ☐ **D2:** Building a Compliant Random Testing Program ($175/$225)
- ☐ **E1:** Key Strategies to Grow Your Drug Testing Business ($175/$225)
- ☐ **E2:** FMCSA (and the Clearinghouse) for Beginners ($175/$225)
- ☐ **E3:** Understanding Roles and Responsibilities ($175/$225)
- ☐ **E4:** Reasonable Suspicion Testing ($175/$225)
- ☐ **F1:** Collectors: The Hidden Dangers of Cutting Corners ($175/$225)
- ☐ **F2:** Effective SAP Program Implementation ($175/$225)
- ☐ **F3:** Importance of Policies, Procedures, Job Descriptions ($345/$415)
- ☐ **F4:** Unique Situations DERs Face ($175/$225)
- ☐ **G1:** Comprehensive Audit Readiness ($175/$225)
- ☐ **G2:** Impacts of "Off-Duty" Marijuana Use Protections ($345/$415)
- ☐ **G3:** Mobile Collections with a Minimum Investment ($175/$225)
- ☐ **G4:** Strategies for Building Your Drug Testing Program ($175/$225)
- ☐ **G5:** The Drugs We Test For, and Why ($175/$225)

Conference Fees: $ _____

Training Institute Fees: $ _____

Total Amount Due: $ _____

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