



Promoting Health and Safety in a Changing Workforce

PROBLEM SOLVING IN A PANDEMIC

SAPAA 2021

SUBSTANCE ABUSE PROGRAM ADMINISTRATORS ASSOCIATION

ANNUAL CONFERENCE

AUGUST 16–19, 2021

ATLANTA, GA

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Join us in Atlanta!

Join your colleagues in Atlanta in August for SAPAA's 29th Annual Conference, "Problem Solving in a Pandemic: Promoting Health and Safety in a Changing Workforce." Our Conference Committee has prepared a robust agenda of experts in our industry who will share, discuss, debate, and dissect the latest trends and developments.

Go to www.sapaa.com/2021conference for session descriptions, presenter information, and additional details. We can't wait to see you there!



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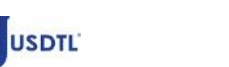
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Exhibitors



CCDAPP



**Sponsor and exhibit opportunities are still available.
Please go to www.sapaa.com/exhibitinfo for details.**



Location Information

Loews Atlanta Hotel

1065 Peachtree St., NE
Atlanta, GA 30309
(404) 745-5000

A room block is available for \$175/night plus applicable taxes and fees. Reservations must be made prior to 7/26/21 to qualify for the SAPAA conference rate.



Experience midtown Atlanta's modern oasis! This iconic Atlanta hotel is situated right in the heart of Midtown, walkable to Piedmont Park, the Beltline, High Museum, and more. The award-winning Exhale Spa is guaranteed to please, and conference guests receive exclusive benefits. Loews knows that hospitality comes from the heart, and they're wholeheartedly dedicated to giving you just that. Loews Atlanta takes pride in every detail and approaches each moment of your stay with care, intuition, and thoughtfulness.

To make your reservation, contact the hotel at (404) 745-5000 or access their online portal through the link at www.sapaa.com/2021conference.

Registration Fees

Registration fees for Training Institute Courses vary. Fee information for each course is in the Schedule-at-a-Glance. The Conference General Session fees are as follows:

EARLY BIRD FEES (Received on or before 7/23/21)

- SAPAA Member: \$495
- SAPAA Member—additional attendee: \$395
- Non-Member: \$595
- Non-Member—additional attendee: \$495

REGULAR FEES (Received after 7/23/21)

- SAPAA Member: \$550
- SAPAA Member—additional attendee: \$495
- Non-Member: \$675
- Non-Member—additional attendee: \$575

SAPAA offers a discount for organizations that register more than one attendee. Please be sure that another individual has already registered before choosing this rate.



Schedule-at-a-Glance

All of SAPAA's educational sessions are approved for CEU credit from the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). If you hold a license or certification through a different organization, please contact SAPAA before registering to determine if CEU credit may be available. Training Institute Courses are held on August 16 and 19 and have a separate registration fee listed with each session.

Monday, August 16, 2021

Training Institute fees are listed as (SAPAA member/non-member).

8:00 a.m.–5:00 p.m.	A1: Drug and Alcohol Industry Training Course (\$495/\$595) <i>Jeff Sims, CSAPA • Xpert Diagnostics, Inc.</i>
8:00 a.m.–12:00 p.m.	B1: Collection Personnel Training Course Train-the-Trainer (\$395/\$495) <i>Mary Hines, CSAPA • SimplePath</i>
	B2: Let's Get Ready to Audit (\$395/\$495) <i>Linda Richardson, CSAPA, C-SI • LMR Consulting 08, LLC</i> <i>Helen White, CSAPA • White Glove Drug & Alcohol Testing, Inc.</i>
10:00 a.m.– 12:00 p.m.	C1: Drug and Alcohol Testing: The Web of State Law Compliance (\$345/\$445) <i>Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute</i> <i>Nick Hartman, C-DER • Drug Screening Compliance Institute</i>
	C2: Real World Collections: Beyond the Basics (\$175/\$245) <i>Trish McCoy • Quick Trax, LLC</i>
	C3: Keys to a Successful Drug Program (\$175/\$245) <i>Dennis Kerns, BT, MT (ASCP), CSAPA • GDK Global Consulting, LLC</i>
1:00–3:00 p.m.	D1: Updates on State Marijuana Laws and Impact on Employers (\$345/\$445) <i>Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute</i> <i>Nick Hartman, C-DER • Drug Screening Compliance Institute</i>
	D2: How to Train Super Hero Collectors (\$175/\$245) <i>Trish McCoy • Quick Trax, LLC</i>
	D3: FMCSA Clearinghouse Update: A Clear Deep Dive Into How It Works (\$175/\$245) <i>Regina Doural, CSAPA • FSSolutions</i>
	D4: Establishing Personalization in a Virtual Work Environment Through Innovative Sales, Marketing, and Management Programs (\$125/\$195) <i>Joe Plaia • Joseph Plaia Consulting</i>
3:30–5:00 p.m.	Focus Group Discussions for DERs, Collectors/Collection Sites, TPAs, and SAPs
5:30–6:30 p.m.	Information Session: CCDAPP Certifications
7:30–9:00 p.m.	Conference Welcome Reception for Attendees, Sponsors, and Exhibitors

Tuesday, August 17, 2021

8:30 –9:30 a.m.	Breakfast Buffet
9:30–9:45 a.m.	Welcome from 2020–2021 SAPAA President <i>Sandra Serrano • American Substance Abuse Professionals</i>
9:45 a.m.–12:00 p.m.	Plenary Session: Promoting Health and Safety in the Age of Hemp <i>Faye Caldwell, J.D., M.B.A. • Caldwell Everson PLLC</i> <i>R.H. Barry Sample, Ph.D. • Quest Diagnostics</i>
12:00–1:30 p.m.	Luncheon SAPAA Annual Membership Meeting CCDAPP Presentation of Sue Clark Award for Excellence
1:30–3:00 p.m.	Dessert Break with Sponsors and Exhibitors

(continued on next page)



Schedule-at-a-Glance

Tuesday, August 17, 2021

3:00–4:00 p.m.	Concurrent Breakout Sessions ★ Don't Get Left Behind: Preparing to Weather Changes in the Drug Testing Industry <i>Nina French • Hound Labs, Inc.</i> ★ Workgroup: Promoting Health and Safety in the Age of Hemp <i>Faye Caldwell, J.D., M.B.A. • Caldwell Everson PLLC</i> <i>R.H. Barry Sample, Ph.D. • Quest Diagnostics</i> ★ DOT Agency Update <i>Mode/Presenter TBD</i>
4:15–5:15 p.m.	Concurrent Breakout Sessions ★ Workplace Drug Testing Litigation Support <i>Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute</i> <i>Nick Hartman, C-DER • Drug Screening Compliance Institute</i> ★ How COVID Reshaped Returning to Work for DOT Modes <i>Nicole Hanratty, CEAP, SAP, SAE, C-DERT • American Substance Abuse Professionals</i> <i>Sandra Serrano • American Substance Abuse Professionals</i> ★ Managing2Lead in a Virtual Environment <i>Joe Plaia • Joseph Plaia Consulting</i>
6:00–8:00 p.m.	Dinner Reception with Sponsors and Exhibitors
8:15–8:45 p.m.	SAPAA Board of Directors Meeting

Wednesday, August 18, 2021

8:15–9:15 a.m.	Breakfast with Sponsors and Exhibitors
9:20–9:30 a.m.	Welcome from 2021–2022 SAPAA President <i>Jeff Sims, CSAPA • Xpert Diagnostics, Inc.</i>
9:30–10:30 a.m.	Plenary Session: NIOSH Responds to the Opioid Crisis <i>Suzanne Marsh, M.P.A. • National Institute for Occupational Safety & Health</i>
10:45–11:45 a.m.	Concurrent Breakout Sessions ★ Child Protective/Court Ordered Testing Using Hair and Nail Samples: The Benefits, Challenges, and the Market Demand <i>Joseph Jones, Ph.D., NRCC-TC • USDTL</i> ★ A Real Look Into the Role of the DER: Advocating for Your Role in a Changing World <i>Robin L. Schelling, CSP, STS, C-DER • Chevron Corporation</i> ★ FMCSA Update with Q & A <i>Presenter TBD</i>
11:45 a.m.–1:00 p.m.	Luncheon Plenary Session: ODAPC Update <i>Presenter TBD</i>
1:00–2:00 p.m.	Concurrent Breakout Sessions ★ Drug and Alcohol Testing Policy Writing Best Practices You Need to Know <i>Penny Horton, MSOD, SHRM-SCP, C-DER • Who's Your HR?</i> ★ Oral Fluid Drug and Alcohol Testing: Where We Are Now—Including the Impact of COVID-19, Vaccines, and Testing <i>Brian Feeley • OraSure Technologies</i> ★ DOT Agency Update <i>Mode/Presenter TBD</i>

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Go to www.sapaa.com/2021conference for session descriptions, presenter information, and additional details!



Schedule-at-a-Glance

Wednesday, August 18, 2021

2:15–3:15 p.m.	Concurrent Breakout Sessions ★ Doing Business in Rural America: <i>Have You Ever? Well, I Have!</i> <i>Priscilla Franken • ADC Services, LLC</i> <i>Mary Hines, CSAPA • SimplePath</i> <i>Trish McCoy • Quick Trax, LLC</i> ★ Results from CCG's 23rd Annual Drug Testing Industry Survey <i>Bill Current • Current Consulting Group</i> ★ Biz Magic: 7 Low Cost, High Return Actions to Increase Sales <i>Tom Fulmer, CPCT • National Drug Screening, Inc.</i> ★ USCG Update with Q & A <i>Patrick Mannion • USCG</i>
3:30–4:30 p.m.	Concurrent Breakout Sessions ★ How to Manage Compliant and Successful Drug Testing Operations in an Everchanging Legal Landscape <i>Morgan Reynolds • DISA Global Solutions, Inc.</i> <i>Jonathan Wester • DISA Global Solutions, Inc.</i> ★ Problems During the Collection Process <i>Colleen Wienhoff • Bio-Med Testing Services</i> <i>Mike Kislia • Wienhoff Drug Testing</i> ★ DOT Agency Update <i>Mode/Presenter TBD</i>
5:00–7:00 p.m.	SAPAA Board of Directors Meeting

Thursday, August 19, 2021

Training Institute fees are listed as (SAPAA member/non-member).

8:00 a.m.–12:30 p.m.	E1: Supervisor Train-the-Trainer (\$495/\$595) <i>Dennis Kerns, BT, MT (ASCP), CSAPA • GDK Global Consulting, LLC</i> <i>Linda Richardson, CSAPA, C-SI • LMR Consulting 08, LLC</i> CSAPA Exam Administration <i>Please contact CCDAPP directly at (443) 906-6061 or administrator@ccdapp.org for details.</i>
8:00–10:00 a.m.	F1: The Importance of Workplace Policies, Procedures, and Job Descriptions (\$345/\$445) <i>Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute</i> <i>Nick Hartman, C-DER • Drug Screening Compliance Institute</i> F2: Dealing with Problem Collections (\$175/\$245) <i>Trish McCoy • Quick Trax, LLC</i> F3: TPA Best Practices (\$175/\$245) <i>Tom Pool, CSAPA • Drug Free Business</i> F4: Roles and Responsibilities—DER, TPA, MRO, Collector: Managing Your Drug Testing Program by Working Together (\$175/\$245) <i>Regina Doural, CSAPA • FSSolutions</i>
10:30 a.m.–12:30 p.m.	G1: The Drugs We Test For: Why, What They Do, and Where They Come From (\$175/\$245) <i>Tom Pool, CSAPA • Drug Free Business</i> G2: How to Vet Your Service Agents (\$175/\$245) <i>Mary Hines, CSAPA • SimplePath</i> G3: Clean Cards or Shared Worker Programs: A New Business for TPAs and Other Service Providers (\$175/\$245) <i>Venus Mills, CSAPA • Drug Free Business</i> G4: Marketing Without Breaking the Bank (\$175/\$245) <i>Dennis Kerns, BT, MT (ASCP), CSAPA • GDK Global Consulting, LLC</i>

(continued on next page)



Schedule-at-a-Glance

Thursday, August 19, 2021

Training Institute fees are listed as (SAPAA member/non-member).

1:30–3:30 p.m.

H1: FMCSA Clearinghouse Update: A Clear Deep Dive Into How It Works (\$175/\$245)
Regina Doural, CSAPA • FSSolutions

H2: Alternate Specimen Collections (\$175/\$245)
Mary Hines, CSAPA • SimplePath
Linda Richardson, CSAPA, C-SI • LMR Consulting 08, LLC

Policies and Guidelines

TO REGISTER: SAPAA offers several ways to register for the conference. Register online at www.sapaa.com/2021conference (credit card payments only); complete the form on the next page and fax to (281) 664-3152, mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314, or e-mail to info@sapaa.com; or call SAPAA at 1-800-672-7229 to register by phone. Please only submit one registration per form, and be sure to complete all applicable sections of the form. Full payment must accompany registration unless prior arrangements have been made. Conference registration fees include admission to the General Sessions on August 17 and 18, Focus Groups and Welcome Reception on August 16, the Exhibitor Dinner Reception on August 17, and meals on August 17 and 18. All other meals and entertainment are the expense of the attendee.

ADA ACCOMMODATION: If you require an accommodation to facilitate conference participation, please register by 7/30/21 and provide your accommodation request. Requests received after this date may not allow adequate time to provide the requested accommodation.

CANCELLATIONS AND REFUNDS: Requests for cancellation received in writing (e-mail is acceptable) before 7/30/21 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. Special cancellation requests will be handled on a case-by-case basis.

LIABILITY STATEMENT: The conference schedule is subject to change without notice. SAPAA is not responsible for losses experienced due to schedule changes, weather/travel restrictions, or loss or injury due to theft or negligence. Your registration implies agreement with these terms.

CONFERENCE ENJOYMENT TIPS: Most participants dress in business casual attire. Dressing in layers is recommended to adjust for varying room temperatures, which are usually cool to accommodate the large group. Cologne and perfumes may cause respiratory reactions in other attendees, so please don't wear them. Please turn off or silence cell phones and tablets during all sessions, and quietly excuse yourself before taking a call.

CONCURRENT BREAKOUT SESSIONS: Concurrent sessions allow you to select a topic that most applies to your focus. Select which session you want to attend while you're completing your registration to help us know space needs, but you're welcome to change your mind at the conference.

ANTITRUST: SAPAA is committed to ensuring that you, your organization, and SAPAA fully comply with 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 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, to your organization, and to you. Violations of the Sherman Antitrust Act are felonies which can subject an individual to fines of up to \$100,000 and 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 1-800-672-7229 or info@sapaa.com.

Go to www.sapaa.com/2021conference for session descriptions, presenter information, and additional details!

Send completed form to info@sapaa.com or
fax to (281) 664-3152.

One registration per form, please.

Registration Form

Registrant Details

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

First Name/Nickname: _____ Job Title: _____

Organization Name: _____

Mailing Address: _____

Business Phone: _____ E-mail: _____

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

Is your organization a SAPAA Member? ☐ Yes ☐ No

Is this your first SAPAA Conference? ☐ Yes ☐ No

Conference Registration

Registration Fees (Before/After 7/23/21)

☐ SAPAA Member (\$495/\$550)

☐ SAPAA Member—additional attendee (\$395/\$495)

☐ Non-Member (\$595/\$675)

☐ Non-Member—additional attendee (\$495/\$575)

☐ Non-Industry Guest (\$125/\$195)

Concurrent Session Choices

☐ ★ Don't Get Left Behind: Preparing to Weather Changes...

☐ ★ Workgroup: Promoting Health and Safety in the Age of Hemp

☐ ★ DOT Agency Update

☐ ★ Workplace Drug Testing Litigation Support

☐ ★ How COVID Reshaped Returning to Work for DOT Modes

☐ ★ Managing2Lead in a Virtual Environment

☐ ★ Child Protective/Court Ordered Testing Using Hair/Nail Samples...

☐ ★ A Real Look Into the Role of the DER...

☐ ★ FMCSA Update with Q & A

☐ ★ Drug and Alcohol Testing Policy Writing Best Practices...

☐ ★ Oral Fluid Drug and Alcohol Testing...

☐ ★ DOT Agency Update

☐ ★ Doing Business in Rural America...

☐ ★ Results from CCG's 23rd Annual Drug Testing Industry Survey

☐ ★ Biz Magic: 7 Low Cost, High Return Actions to Increase Sales

☐ ★ USCG Update with Q & A

☐ ★ How to Manage Compliant and Successful Drug Testing Operations...

☐ ★ Problems During the Collection Process

☐ ★ DOT Agency Update

Conference Extras

Focus Group Registration:

☐ FG1: DERs

☐ FG2: Collectors/Collection Sites

☐ FG3: TPAs

☐ FG4: SAPs

☐ Information Session: CCDAPP Certifications (No charge)

Training Institute Course Registration

☐ A1: Drug and Alcohol Industry Training Course (\$495/\$595)

☐ B1: Collection Personnel Training Course Train-the-Trainer (\$395/\$495)

☐ B2: Let's Get Ready to Audit (\$395/\$495)

☐ C1: Drug and Alcohol Testing: The Web of Compliance (\$345/\$445)

☐ C2: Real World Collections: Beyond the Basics (\$175/\$245)

☐ C3: Keys to a Successful Drug Program (\$175/\$245)

☐ D1: Updates on Marijuana Laws and Impact on Employers (\$345/\$445)

☐ D2: How to Train Super Hero Collectors (\$175/\$245)

☐ D3: FMCSA Clearinghouse Update: How It Works (\$175/\$245)

☐ D4: Establishing Personalization in a Virtual Environment (\$125/\$195)

☐ E1: Supervisor Train-the-Trainer (\$495/\$595)

☐ F1: Workplace Policies, Procedures, Job Descriptions (\$345/\$445)

☐ F2: Dealing with Problem Collections (\$175/\$245)

☐ F3: TPA Best Practices (\$175/\$245)

☐ F4: Roles and Responsibilities—DER, TPA, MRO, Collector (\$175/\$245)

☐ G1: The Drugs We Test For: Why, What, and Where (\$175/\$245)

☐ G2: How to Vet Your Service Agents (\$175/\$245)

☐ G3: Clean Cards or Shared Worker Programs (\$175/\$245)

☐ G4: Marketing Without Breaking the Bank (\$175/\$245)

☐ H1: FMCSA Clearinghouse Update: How It Works (\$175/\$245)

☐ H2: Alternate Specimen Collections (\$175/\$245)

Total Fees—Training Institute: \$ _____

Total Fees—General Session: \$ _____

Amount Due: \$ _____

Payment Details

☐ **Check** (Mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314)

☐ **Invoice Me** (Contact SAPAA to confirm invoice procedure.)

☐ **Credit Card** (Complete below.)

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