

## Drug Screen Guidelines

### Who should be tested?

A Five-Panel pre-employment drug test is required before starting work, in accordance with GE policy. Candidates who test positive will be rejected. The candidate cannot begin (or continue) work without the drug test results.

### Test Results Reporting

A certified drug testing lab shall be utilized and shall provide test results to the vendor's HR hiring staff. DO NOT turn over test results to GEH without written request from GEH.

Four potential messages may appear in the test results report:

1. Negative/Pass
2. Positive/Fail
3. Positive Admin/Fail
4. Negative/Dilute

### Results Interpretation

One of the following designations will be provided to the candidate's HR manager following results analysis by the testing lab's Medical Review Officer (MRO).

**Negative/Pass** – Donor's drug test is determined to be Negative.

**Positive/Fail** – Donor's drug test is verified as Positive.

**Positive Admin/Fail** – Donor's drug test is reported as Positive Admin because a period of time, determined by Company policy and/or regulations, has elapsed without the donor contacting the MRO. A Positive Admin may be reversed at MRO discretion if the donor provides the MRO with needed information at a later date.

Should the MRO and candidate make contact, the MRO will make a final determination. The outcome of this MRO determination is final unless the candidate wishes to appeal. The transmission will be a Negative or Positive result.

Should the candidate fail to contact the MRO within a 5 day period, the candidate can still contact the MRO after the 5 day period, the MRO will evaluate the information provided and a new disposition, Positive or Negative, will be transmitted to the HR hiring manager.

**Negative/Positive Dilute** – This indicates that a trace of fluid was found in the urine, however not significant enough to alter the actual result, which is a Negative or Positive. A candidate drinking too much fluid prior to taking the drug screening normally causes this result. No additional testing is needed. A Negative Dilute is considered Negative and a Positive Dilute is a Positive.