

**Remarks by Arch Runyon – Massey Energy
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1. 5000 plus members and contractors
2. Conduct random screen at every site at least twice each year
3. Post Offer drug screen
 - 3a. for cause sampling
4. Post Accident Sampling
5. Zero tolerance
6. Substance Abuse Program
7. Key - surprise scheduling
8. Third party administration
9. Medical Review Officer
10. Types of test-
 - Urine
 - Breathalyzer
 - Blood alcohol
11. Lowered creatine level can indicate an altered drug screen