

Decision

Suncor's Model

Canadian Model

Selection Rate

20% drug/20% alcohol

References: DOT, so there are options:

- 1) 25% drug/10% alcohol
- 2) 50% drug/10% alcohol
- 3) 25% drug/25% alcohol
- 4) 50% drug/50% alcohol

Testing Methods

Alcohol – Breath

Alcohol – Breath

Drug – Oral Fluid Lab plus Urine POCT to return to work

Drug – Oral Fluid Lab OR Urine lab

Drug Panels and Cut-Off Levels

Urine – Canadian Model, except:

Urine – matches DOT. Notes:

- Includes fentanyl!
- Synthetic Opioids at a custom cut-off
- MDEA still included

- Does not require urine POCT for random
- Does not require fentanyl!

Oral – Canadian Model, except:

- Includes fentanyl!

Oral Fluid – Notes:

- THC cut-offs are different –
 - a) 2ng/mL to 5 ng/mL – SSPs are held out of safety sensitive work until they provide a negative urine POCT
 - b) ≥ 5 ng/mL – policy violation
- Does not require fentanyl!
- THC confirmation cut-off is 2 ng/mL

Testing Program Conclusions

- ✓ If you choose Suncor's Model, you will:
 - ✓ Use a 20% drug/20% alcohol selection rate
 - ✓ Perform a breath alcohol test on each selected participant
 - ✓ Perform an oral fluid lab test and a urine POCT on each selected participant – if urine POCT is not performed, worker will not be able to immediately return to work
 - ✓ Use custom urine drug cut-offs and custom oral fluid cut-offs
 - ✓ Test for fentanyl
 - ✓ Use the London, Ontario lab for oral fluid

- ✓ If you choose the Canadian Model, you will:
 - ✓ Decide which selection rate you want (25%/25%, 50%/50%, 25%/10%, 50%/10%)
 - ✓ Perform a breath alcohol test on applicable selected participants
 - ✓ Perform an oral fluid lab test or a urine lab test on applicable selected participants
 - ✓ Not be required to perform a urine POCT to return to work
 - ✓ Not be required to add fentanyl to your panel (but you can)
 - ✓ Not be able to use the lower selection rate of 20%/20% that Suncor uses
 - ✓ Can use the Edmonton or London lab

Rapid Site Access Program (RSAP)

- ✓ Meets or exceeds, Suncor's standard
- ✓ Currently requires a 50% drug and 50% alcohol selection (as opposed to the other options in the previous slide) but these rates can be updated from time to time by the Administrative Committee
- ✓ Large multi-employer Pool, no option for Singles (being in your own pool)
- ✓ Includes SAE assessments and case management of follow-up and return to work process

On-Site Resources

✓ On-Site collection services available through DriverCheck include:

Location	Coverage	Testing Services
Base Plant (Steeppbank)	24/7 dedicated staff	
Fort Hills	24/7 dedicated staff	
Firebag	Further details to be released soon	Breath Alcohol, Oral Lab, Urine Lab, Urine POCT
Mackay River	Mobile from Steepbank	
East Tank Farm	Mobile from Steepbank	
Pipelines	Mobile from DC Network	

Turnaround Time

- ✓ Screened Negative Lab Samples – 1 business day if we can achieve same day overnight shipping to the lab (longer if overnight shipping to lab is not available)
- ✓ Confirmed Lab Samples – 2-3 business days if we can achieve same day overnight shipping to the lab (longer if overnight shipping to lab is not available)
- ✓ Urine POCT and Alcohol – 3-4 hours from the time of collection
- ✓ Sample Transportation – still working on most efficient system