



POWERED BY PURPOSE

2026 ANNUAL CONFERENCE & TRADE SHOW

ORANGE COUNTY, CA ★ APRIL 26 - 30

Sunday, April 26th		Location
8:00 am - 5:00 pm	International Symposium*	
8:00 am - 5:00 pm	SAP Comprehensive Qualification/Requalification Training - Day 1*	Imperial
Monday, April 27th		
8:00 am	Golf Tournament*	
8:00 am - 3:00 pm	Certified Designated Employer Representative Trainer (C-DERT)* <i>Instructor, Ruth Bowdish</i> Upon completion of this course, trainers will have the knowledge and skills to train those in the role of Designated Employer Representative (DER), successfully teaching them how to manage their workplace drug and alcohol testing program. The individual in this critical position is responsible for ensuring employer compliance with federally mandated drug and alcohol testing requirements and workplace policies. A certificate of completion will be awarded to those completing this course.	Pacific
8:00 am - 5:00 pm	HHS Urine Collector Training with Mock Proficiency Demonstrations* <i>Instructor, Greg Henderson</i> This professional level collector course is to include urine and oral fluid specimens, complete with training manual, examination, and mock demonstrations on both modes. The course will cover the full spectrum of requirements for becoming or remaining a qualified collector for HHS specimen collections (i.e. new collectors and refresher training) as well as how to overcome problems in collections, understanding agency specific DFWP policies, device manufacturer instructions, conflicts of interest in collections, CCF protocols, etc.	Harbor
8:00 am - 5:00 pm	SAP Comprehensive Qualification/Requalification Training - Day 2*	Imperial
8:00 am - 5:00 pm	SAP 2.0 Advanced Training - Day 1*	Terrace
8:00 am - 5:00 pm	How to Prepare for a Federal Audit* <i>Instructor, Leslie Prince</i> This hands-on course will be a deep dive into federal audit preparation, teaching course participants how to collect and organize information, supply proper documentation, and stay ahead of the game in record management. No need to face the process with fear and dread if you are fully prepared and have confidence in your organizational system! We will also cover how to properly identify a legitimate auditor or inspector and how to respond to negative findings. This course is a must for DERs and TPAs who are subject to inspection.	Salon V
8:00 am - 11:00 am	History of Drug Testing for BEGINNERS* <i>Instructor, Janet Kornmann</i> What started centuries ago still defines how we protect lives, jobs, and futures. Understand how substance use and abuse has shaped our laws, culture, and safety policies as you connect the dots between historical drug use and the rules that govern drug testing today. Gain a highly professional & deeply informed understanding of how the industry has evolved over the years. Whether you're new to the field or a future leader in workplace safety, you'll walk away with a new lens on history—and the tools to shape what comes next.	Salon VI
12:00 pm - 3:00 pm	The Ins & Outs of Drug Testing for BEGINNERS* <i>Instructor, Kelly Dobbins</i> For those new to the drug and alcohol testing industry, this course provides a comprehensive introduction to the testing process from beginning to end with information on the core components of a drug and alcohol-free workplace. Students will learn the role of each participant in the drug and alcohol testing process (i.e., collectors, MROs, laboratories, DERs, breath alcohol technicians, C/TPAs, SAPs) and how each of these roles intersect in their day-to-day duties.	Salon VI
3:00 pm - 5:00 pm	Detecting Test Subversion for BEGINNERS* <i>Instructor, Janet Kornmann</i> In today's regulatory landscape, integrity is not optional. It is a network of accountability. This immersive training course equips DERs, Collectors, MROs, SAPs to recognize, respond to and resolve drug test tampering with confidence and clarity. Participants will explore role specific tactics through real world scenarios, specimen validity data and step-by-step decision trees. From identification at the point of collection through the SAP referral process, this training reveals how each compliance role operates independently and inter-dependently in protecting program credibility. One mission. Four roles. Zero compromise.	Salon VI
11:00 am - 1:00 pm	State Affiliates Meeting	Garden 3
12:00 pm - 5:00 pm	Exhibitor Setup	Royal Ballroom
12:00 pm - 4:00 pm	MRO Assistant/Team Member/Staff Training* <i>Instructor, Dr. Todd Simo</i> This professional-level course equips an MRO-A (or "MRO Team Member") to meet the knowledge and skill requirements of the U.S. Department of Transportation's Code of Federal Regulations Part 40. Participants will understand the in-depth drug and alcohol testing processes, best practices, their role as an MRO-A (Team Member), and a clear recognition of what duties fall under their responsibilities, and which belong solely to the MRO. Participants will complete an exam and be issued a professional certification. This course has been approved by MROCC as a pre-cursor to the MROCC Staff Member exam.	Salon VII
1:00 pm - 3:00 pm	Council of Collectors Meeting	Garden 4
3:00 pm - 4:00 pm	Council of Laboratories Meeting	Garden 1
3:00 pm - 4:00 pm	Council of C/TPAs Meeting	Garden 4
3:00 pm - 4:00 pm	DER Study Hall Meeting	Garden 2
4:00 pm - 5:00 pm	New Member Orientation	Garden 3
5:00 pm - 6:00 pm	"Urine for a Laugh" Sober Comedy Event & NDASA Foundation Fundraiser*	N. Tower Pool
6:00 pm - 7:30 pm	Conference Welcome Reception, Sponsored by Accredited Drug Testing & i3screen	Fountain Terrace

Tuesday, April 28th		
7:00 am - 8:00 am	Breakfast, Sponsored by Abbott	Grand Ballroom Foyer
7:00 am - 7:30 am	AA/NA Support Meeting	Regal
8:00 am - 5:00 pm	SAP 2.0 Advanced Training - Day 2*	Terrace
8:00 am - 8:30 am	Conference Opening	Grand Ballroom
8:30 am - 9:30 am	Keynote Speaker, Dr. Stephen Loyd - Finding Purpose in Recovery Being in recovery himself, Dr. Loyd will draw on his own story as he explains the current system(s) of care that are available in the United States and the need for quality workplace systems of care in the treatment of SUD. He will breakdown simple steps for the best chance at wide-scale, long-term recovery for everyone in need.	Grand Ballroom
9:30 am - 10:00 am	GATC Health - An update on the future of addiction treatment Hear an update from GATC Health on how AI-driven technology is transforming addiction research and advancing the future of treatment and recovery solutions. <i>Tyrone Lam, CBO, GATC Health</i>	Grand Ballroom
10:00 am - 10:15 am	Break	
10:15 am - 11:15 am	Beyond the Stigma: Data Insights on Substance Use and Workforce Implications A data-driven look at substance use trends and the evolving role of drug testing in workplace health and safety. Learn how rising positivity rates impact workforce risk, explore emerging tools and understand how drug testing can serve as a proactive health intervention rather than a punitive measure. <i>Dr. Mark Villoria, Senior Manager, Scientific Affairs, Abbott</i>	Grand Ballroom
11:15 am - 12:00 pm	We Don't Have a Hiring Shortage. We have a Second Chance Problem. Employers face growing challenges related to workforce shortages, increased behavioral health needs, and the complexities of hiring individuals with prior histories. Stable employment is one of the strongest predictors of both successful recovery and reduced recidivism. The panel will address employment barriers, compliance considerations, policy structure, and partnership models that can be implemented in both large and small organizations. <i>Gina Kesler, Justin Prouix, Jo McGuire</i>	Grand Ballroom
11:30 am - 12:00 pm	Lunch for Exhibitors	Royal Ballroom
12:00 pm - 2:00 pm	Lunch in Exhibit Hall: Trade Show Opens!	Royal Ballroom
1:00 pm - 3:00 pm	Professional Headshot Booth is Open	Grand Ballroom Foyer
2:15 pm - 3:15 pm Breakout Sessions 1	The History and Future of the Drug Testing Clearinghouse (Panel Presentation) Why is there a Clearinghouse and why does it pertain to FMCSA only? What were the challenges in finalizing the Clearinghouse regulations and in setting up the database? What are the challenges now and what is on the horizon? Join our panel of experts and leave with a clear understanding of why the Clearinghouse is a critical safety component of the FMCSA. <i>Patrice Kelly, Juan Moya, Bryan Price</i>	Garden 3
	Drug Testing 101 This introductory session provides a step-by-step overview of the drug testing process, designed for individuals who are new to the drug testing industry. Participants will gain a clear understanding of each stage in the testing lifecycle and walk away with practical knowledge of compliance standards, key terminology, and best practices, equipping them with the foundation needed to navigate this essential workplace program. <i>Joe Reilly, President of National Drug Screening</i>	Harbor
	The Conversation that Changes Everything: How Supervisors Can Engage Impaired Employees Safety and Legally When impairment is suspected, the most critical and most mishandled moment is the conversation. Supervisors often fall into one of two traps: avoiding the confrontation altogether due to fear of being wrong or approaching the employee in a way that escalates risk. This session equips attendees with a step-by-step conversational framework that de-escalates emotion, protects safety, preserves dignity, and dramatically improves compliance outcomes. <i>Chuck Marting, Speaker/Author, Focused Compliance Group</i>	Garden 1
	Oral Fluid vs. Urine: The Data is Clear - So Why Hasn't the Industry Moved? Comparison of urine versus oral fluid positive rates in 3 data sets from varied industries: Warehouse/Manufacturing, Transportation (augmented non-DOT OF v DOT Urine), and HealthCare. These data sets, compiled by CRG Laboratories, offer compelling insight into the tangible benefits provided by oral fluid drug testing. Highlights superior detection of drug use and touches on the efficiency gains to collection sites, TPA's, and employers. <i>Jim Tedrow, Founder, The Compliance Resource Group, Inc. Director, CRG Laboratories</i>	Garden 4
	Know Your HHS Drug Testing Program Learn about the scientific validity of specimen collections and the collection types allowed for HHS covered employees, as well as developing research, data, statistics and technology that will beneficially service the HHS drug testing program. <i>Federal Drug Testing Services</i>	Salon VIII
	The HR Drug Testing Reality Check: What You Think Employers Want vs. What They Actually Need Employers rely on drug and alcohol testing programs to reduce risk, ensure safety, and meet compliance obligations but what they think they're getting and what testing providers are actually delivering aren't always the same thing. This session bridges the gap between policy, people, and practice. Learn how HR leaders evaluate testing providers, the communication missteps that erode trust, and the operational realities employers face. <i>Penny Horton, HR Consultant, Who's Your HR?</i>	Garden 2
	SAP Savvy: How to Maximize Collaboration and Avoid Costly Missteps Streamline Return-to-Duty processes, strengthen communication with SAPs, and prevent costly delays by learning practical strategies for evaluating SAP quality, fostering recovery-friendly workplace policies, and implementing successful follow-up programs. Gain insight into what makes a follow-up testing program successful and how proactive engagement can improve employee outcomes while protecting the employer. Gain a clearer understanding of the logistics behind SAP decision-making, including why and how SAPs create follow-up testing schedules that are uniquely tailored to each employee in the process. <i>Tara Sauers, Senior Business Development Manager, American Substance Abuse Professionals, Inc. (ASAP)</i>	Pacific
	U.S. DOT Mode Program Overview & Updates: FRA/PHMSA For those with Federal Railroad and Pipeline drug and alcohol testing programs, this is your opportunity to learn from the experts! Join this session for information and updates that apply specifically to these modes with an opportunity for Q&A. <i>FRA Program Representative and Wayne Lemoi, Drug & Alcohol Program Manager, PHMSA</i>	Salon VII
3:15 pm - 3:30 pm	Break	

3:30 pm - 4:30 pm Breakout Sessions 2	New Psychoactive Substances: The Evolution of Drug Testing This discussion of new compounds available, such as 7-OH from Kratom, a review of 500,000 positive marijuana samples with breakout for Delta-8-THC use, and the trending of fentanyl and nitazenes, will prepare the audience to understand the impact of drug use trends on workplace safety. <i>Dr. David Kuntz, Executive Director for Analytical Toxicology of Clinical Reference Laboratory (CRL)</i>	Garden 4
	Federal Transit Administration (FTA) Program Overview & Updates (Tentative) For anyone performing testing under the Federal Transit Administration (FTA), this session will help you understand the critical nature of compliance within this program, how oversight is conducted, and how to get your questions answered. <i>Iyon Rosario, Drug & Alcohol Program Manager, FTA Office of Safety Review</i>	Garden 1
	Ask an MRO Anything! MRO practice is often done "behind the curtain" with industry professionals blinded to the reason MROs verify test results in a particular way. This session will provide an opportunity to ask any question, clear up confusion and become more MRO-savvy. <i>Dr. Todd Simo, AAMRO President & Dr. Melissa Snider-Adler, MROCC Board Member</i>	Harbor
	What Employee Screening Will Look Like in the Future & How It Will Affect the Industry (Panel Presentation) Join our panel of forward-looking experts in all aspects of employee screening, including occupational health, oral fluid testing, rapid drug testing, and impairment screening. Learn what a comprehensive employee screening program will look like in the next 3-5 years and how providers can prepare for and position themselves for success. <i>Facilitated by Bill Current, President & Founder of Current Consulting Group</i>	Garden 3
	Evolution of Sample Validity Testing to Detect and Deter Deception Attempts to subvert drug testing have evolved in lockstep with the science designed to prevent them. What began as crude manipulations has progressed into highly engineered deception strategies, challenging laboratories to remain vigilant and agile. Explore the dynamic interplay between subversion and detection—highlighting both serendipitous discoveries and deliberate laboratory innovations that have advanced sample validity testing. <i>Dr. Gregory Janis, Laboratory Corporation of America (LabCorp)</i>	Pacific
	Critical Components to a Successful HHS Policy Join us for this overview of HHS testing best practices and how the policy protocols are critical to a successful safety outcome. We will also cover updates on marijuana rescheduling, fentanyl testing and highlight how, if, and when these changes will impact your HHS program. Q&A Session included! <i>Greg Henderson and Associate, Federal Drug Testing Services</i>	Salon VIII
	Beyond the Cup: What Recent-Use THC Testing Means for More Safe & Fair Workplaces As cannabis laws evolve, employers are under pressure to maintain safe, drug-free workplaces while also treating workers fairly. At the same time, workplace and public-safety data show that cannabis is not a theoretical risk as post-accident drug positivity has climbed dramatically. This session will explore how recent-use THC testing can help bridge that gap. <i>Kate Riley, Vice President, Mindr</i>	Garden 2
	U.S. Coast Guard Program Overview & Updates (Tentative) Testing for U.S. Coast Guard? Make sure you have all of the information you need to run a compliant safety program and respond to violations appropriately. Get the latest information and updates with Q&A. <i>Patrick Mannion, Drug & Alcohol Prevention and Inspection Program Manager, U.S. Coast Guard</i>	Salon VII
	4:30 pm - 5:00 pm	Regal
	5:00 pm - 7:00 pm	
Wednesday, April 29th		
7:30 am - 8:00 am	AA/NA Support Meeting	Regal
8:00 am - 9:30am	Breakfast in Exhibit Hall, Sponsored by OriginOne	
8:00 am - 5:00 pm	SAP Business 101 - Day 1*	Terrace
9:30 am - 9:40 am	Announcements, Updates & Prize Drawings	Grand Ballroom
9:45 am - 11:45 am	Professional Headshot Booth is Open	Grand Ballroom Foyer
9:40 am - 10:30 am	Where the Drug Testing Industry Stands Today: Latest Insights from the 28th Annual Drug Testing Survey Learn the latest trends and industry predictions from employee screening professionals and their customers. Are drug testing sales increasing? Are more employers dropping marijuana from their drug-test panel? What emerging technologies are providers most excited about? Which companies ranked highest in brand-name recognition? Find the answers to these questions and many others in this highly anticipated annual report. <i>Bill Current, President & Founder of Current Consulting Group</i>	Grand Ballroom
10:30 am - 10:45 am	Break	

10:45 am - 11:45 am Breakout Session 3	What is Impairment? A Legal and Practical Perspective (Panel Discussion) Determining impairment in the workplace has never been more complex. Between evolving marijuana laws, the rise of substance misuse, fatigue factors, mental-health-related impairment, and the limitations of current testing technologies, employers face significant challenges in meeting their safety and compliance obligations. This panel brings together a unique combination of legal, medical, operational, and real-world field expertise to explore what impairment truly means, how it is evaluated, and what employers need to understand from both a legal and a practical, signs-and-symptoms perspective. <i>Facilitated by Nick Hartman, Co-Founder and Manager Partner, Drug Screening Compliance Institute (DSCI)</i>	Garden 3
	From Click to Captivate: Web-based Presentation Skills for Educating Online Audiences This session will equip training professionals across the industry on how to cover the required regulatory knowledge, operational skills, and ethical mindset needed to ensure compliance, safety, efficacy, and dignity in every interaction while training students in web-based learning environments. <i>Janet Kornmann, President & CEO of KorManagement Services, LLC</i>	Salon VIII
	Beyond Testing & Policy: Changing Workplace Culture Through Education Testing and policy are essential tools, but they are not enough. As substance use becomes increasingly normalized in society, workplaces must move beyond detection and discipline toward understanding, education, and culture change. This session explores how education can bridge the gap between policy and practice, helping employees understand why substance use matters to safety and performance. Drawing on real-world examples from safety-sensitive industries, we will discuss practical, innovative ways to shift workplace culture from compliance to commitment through awareness, communication, and proactive support. <i>Dr. Melissa Snider-Adler, Addiction Medicine Physician, MRO, FFD Learning, Inc.</i>	Harbor
	Navigating Medical Conditions, Accommodations, and Drug Testing: Where ADA Disability Law Meeting DFWP Programs This presentation bridges the intersection of ADA Title I disability requirements and Drug-Free Workplace (DFWP) obligations. It guides employers, HR professionals, and compliance officers through the legal nuances of managing medical conditions, substance use, and drug testing within the workplace. With a 90-day roadmap and real-world scenarios, this session equips organizations to balance safety, compliance, and employee rights under both federal and state law. <i>Megan Troyer, Director of Operations, Working Partners</i>	Salon VII
	Crossing the Line: When Drug Testing Expands into FCRA-Regulated Territory (Panel Presentation) As more service providers expand their scope to include background screening services and products, many unknowingly step into a new legal landscape, assuming responsibilities under the Fair Credit Reporting Act (FCRA) as consumer reporting agencies. Hear insights from a TPA owner, a CRA owner, and a compliance consultant to examine where drug testing ends and consumer reporting begins. Gain practical insight into identifying FCRA-covered activities, navigating compliance obligations, and developing growth strategies that protect both clients and the businesses. <i>Facilitated by Michael Barnes, President, Unique Background Solutions</i>	Garden 1
	The Show Must Go On: Building Stronger Drug Testing Programs Using Proven Program Management Principles Learn how to build a cohesive, resilient drug testing program that improves compliance, safety, and customer satisfaction. Discover how the behind-the-scenes logistics of major concert tours can elevate your drug testing program. This session breaks down program vs. project management, introduces the PDCA improvement cycle, and offers real-world scenarios to help you respond to disruptions with confidence. <i>Patrice Waters, Founder & President, Tailored Testing Services</i>	Garden 2
	FAA Program Overview & Updates on the International Repair Station Regulations For those with testing programs under the Federal Aviation Administration (FAA), join this session to hear industry updates and important program requirements as well as in-depth information on the 2024 final rule for foreign repair stations. <i>Chet Stevenson, Drug & Alcohol Compliance and Enforcement Regional Manager (TX) & Patrice Kelly, Patrice Kelly Consulting</i>	Pacific
	FMCSA Program Overview (Tentative) Got FMCSA questions? This is your opportunity to hear from FMCSA about topics critical to compliance with 49 Part 40 and Part 382. Get clarity on program updates, requirements, and how to communicate enforcement risks to those who may be skirting the regs. <i>Bryan Price, Chief, Drug & Alcohol Programs Division, FMCSA</i>	Garden 4
	Annual Hall of Fame Award Luncheon, Sponsored by Abbott	
	NDASA Members Meeting	
11:45 am - 12:30 pm		
12:30 pm - 1:00 pm		
12:30 pm - 2:00 pm	Professional Headshot Booth is Open	Grand Ballroom Foyer
1:00 pm - 1:15 pm	Break	
1:15 pm - 2:15 pm	Liar, Liar Pants on Fire! Leadership success hinges on knowing what's real and what's not. People's pants are on fire around you all the time, and you haven't even noticed. Those lies cost you big: all you're risking is organizational failure. Learn how to detect dishonesty and gain insight for strengthening your business acumen. Traci Brown, Fraud-Busting Body Language Expert, Author, TV Personality & Commentator	Grand Ballroom
2:15 pm - 2:45 pm	Update from the Office of Drug & Alcohol Policy and Compliance (ODAPC) Insightful program overview & updates that will help keep your DOT testing programs in sync and compliant. Doug Simon, Director of Office of Drug and Alcohol Policy & Compliance, U.S. Department of Transportation	Grand Ballroom
2:45 pm - 4:00 pm	Community Outreach Matters: Lead With Expertise & Expand Your Brand (Panel of Experts) Building a brand, takes more than hustle and more than being good at drug testing, it means becoming an expert in your field and engaging your community with authority, leadership and camaraderie. It also means breaking stigma. Learn how to engage with natural allies and how to raise your business profile by bringing solutions that make a difference to the forefront of your community. Ruth Bowdish, Dr. Melissa Snider-Adler, Renee Schofield, Chelsea Vodopivec	Grand Ballroom
4:00 pm - 4:45 pm	Hot Topics for 2026! Stay to end and hear the hottest issues in regulated and non-regulated drug testing, from Rescheduling Marijuana to proposed and new regulations. Get the information you need to know and stay on the cutting edge of the industry! Patrice Kelly of Patrice Kelly Consulting & Jo McGuire, Founder and Executive Director of NDASA	Grand Ballroom
4:45 pm - 5:00 pm	General Conference Closing	Grand Ballroom

Thursday, April 30th		
8:00 am - 12:00 pm	HHS Designated Employer Representative Training* <i>Instructor, Federal Drug Testing Services</i> This course will be offered for those overseeing HHS workspaces and will cover all aspects of the requirements for participants to successfully manage their DFWP program to include a clear understanding of the collection process. The regulatory responsibilities each DER must be aware of and oversee will also be a part of the core curriculum. Participants will receive training materials and certificates of completion.	Garden 1
8:00 am - 5:00 pm	Certified Professional Collector Trainer - Urine & Oral Fluid (CPCT-U/OF)* <i>Instructor, Chandra Spring DeWald</i> This course is an in-depth professional development course for trainers or collectors who want to become NDASA Collection Training Instructors. Not only will the DOT regulations be covered but techniques in teaching adult learners for successful learning environments will be addressed. All participants completing this course will receive a five-year certificate of completion. Refresher training is required every five years. To take this course, you must meet the following pre-requisites: Must have performed urine drug test collections for at least 1 year; urine drug test collections must have included Federal tests under DOT or HHS; must submit a letter for recommendation from a client or supervisor.	Garden 3
8:00 am - 5:00 pm	Certified Professional Collector - Urine (CPC-U) with mocks* <i>Instructors, John "JT" Throckmorton & Becki Fisher</i> Thorough preparation for those performing urine drug test collections complete with examination and monitored mock demonstrations by our expert trainer. This training includes and exceeds all the elements for federal D.O.T. programs and covers the delineation between regulated and non-regulated protocols. This class also serves as Collector Refresher training for those whose certificate have expired. Participants will receive a 5-year certificate. Materials provided.	Pacific
8:00 am - 5:00 pm	Certified Consortia/Third Party Administrator* <i>Instructor, Joe Reilly</i> This thorough training of how to perform C/TPA functions can be taken by the beginner or experienced individual offering C/TPA services. The content will cover: C/TPA duties, service agents, basic business requirements & components, products & services, training requirements, ethical standards & compliance, as well as the "how to" of managing your random testing platform. A full Q&A segment is included.	Garden 4
8:00 am - 5:00 pm	Advanced Program Management* <i>Instructor, John Burgos</i> The Advanced Program Management training will reach beyond the basics with more in-depth training, addressing some of the problems and issues that a multi-faceted collection site and C/TPA business may have. We will tackle topics such as problems in random selections, managing client needs pertaining to the FMCSA Clearinghouse, and best practices in negotiating and securing sensible contracts with Service Agents. Get your questions answered and learn suggestions on how to solve both common and major pain points for smoother business operations. This course counts toward the Nationally Accredited Administration of Drug & Alcohol Testing Programs (NAADATP) certification.	Garden 2
8:00 am - 5:00 pm	SAP Business 101 - Day 2*	Terrace

*Separate Registration Required