

Drug Screening Requirements

Seller will perform the drug screening per 3M's requirements defined herein. Only non-3M workers who meet 3M's drug screening requirements are eligible for assignment. A new drug screening must be completed for non-3M worker with a lapse in 3M Assignment of greater than 6 months. If the laws governing Seller prohibit Seller from conducting such drug testing, Seller must notify 3M of that fact at N3MAdministrator@mmm.com prior to the commencement of any 3M Assignment. In that event, the requirement for drug testing will be waived and upon 3M's request, Seller will provide 3M with written evidence reasonably acceptable to 3M that such drug testing would violate laws applicable to Seller.

- a) The drug screening minimum requirement is a 5-panel urine drug test with an initial screen that is verified by a confirmatory method. An unsatisfactory test result on the initial screen exists when the screen is greater than the nanograms per milliliter specified in the Initial Test column below. Unsatisfactory results are confirmed by gas chromatography/mass spectrometry. A confirmed unsatisfactory test result exists when the nanograms per milliliter exceed the nanograms per milliliter indicated in the Confirmation Test column below.
- b) Confirmed unsatisfactory test results must be reviewed by a Medical Review Officer who is a physician that is trained and certified in workplace drug testing. The Medical Review Officer must interview non-3M worker with confirmed unsatisfactory test results to determine if any acceptable medical reasons exist which could explain the urine drug test results. The Medical Review Officer then reports verified drug test results to the Seller.

Type of Drug or Metabolite	Initial Test (ng/ml)	Confirmation Test (ng/ml)
Marijuana Metabolites Delta-9-tetrahydrocannabinol-9-carboxylic acid (THC)	50	15
Cocaine Metabolites (Benzoylecgonine)	300	150
Phencyclidine (PCP)	25	25
Amphetamines Amphetamine Methamphetamine	1000	- 500 - 500 (Specimen must also contain amphetamine at a concentration of greater than or equal to 200 ng/ml.)
Opiate Metabolites Codeine Morphine 6-acetylmorphine	2000	- 2000 - 2000 - 10 (test for 6-AM in the specimen. Conduct this test only when specimen contains morphine at a concentration greater than or equal to 2000 ng/ml.)