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Keep an eye out for Corporate Screening's 2007 client satisfaction survey, coming soon via email.

PRODUCT SPOTLIGHT:

Verification in the Health Care Industry

In 2004, the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) revised its standards and mandated that students in the healthcare industry who have an opportunity for patient interaction obtain a criminal background check. VerifyStudents.com has emerged as a leader in the field of background checks for a variety of organizations and has been selected by many leading schools as their preferred provider for the administration of this process.

Often in as little as three business days, VerifyStudents.com can process a background check depending on whether additional information is required by the healthcare facility, or if the check involves accessing court documents nationwide. School faculty or staff members wishing to obtain the results of a background check can utilize the online CSS Ease system. Students who would like a copy of their results can mark the appropriate box on the disclosure form during the online application process or contact the staff or faculty member involved with the clinical rotation placement from their school.

Created in 1951, JCAHO is the only entity in most states with the authority to oversee hospital quality. The Joint Commission certifies almost 20,000 health care organizations and programs in the United States, including 80% of the nation's hospitals. It also accredits home health agencies, clinical labs, ambulatory surgical centers and hospices.

Contact your Corporate Screening representative for more information on [VerifyStudents.com](#).

CORPORATE SCREENING LAUNCHES NEW WEBSITE

CorporateScreening.com Becomes Information Resource for Human Resource Professionals.

Corporate Screening has launched a new website located at [corporatescreening.com](#). The completely revamped website has been designed as an online tool developed to inform and assist human resource professionals via up-to-the-minute industry alerts and on-screen product demonstrations. Visitors can access numerous industry resources, including white papers, compliance guidelines and industry-specific client case studies developed by the company. Additionally, the site contains profile information on Corporate Screening and enables visitors to sign up for corporate newsletters and e-alerts.

"This site is a content-rich portal designed to serve the industry's continual need for information while reinforcing Corporate Screening's position as a leader in background screening nationwide," commented Greg Dubecky, general manager for Corporate Screening.

Information in this document is intended only as a service to inform or to be educational in nature. Nothing herein should never be construed as legal advice or opinion, nor as the offer of such. You should always consult legal counsel.

DRUG SCREENING:

Focus on Internal Dilution



A random search on the internet reveals the many products and resources people use to "beat" a urine test. Among the most popular are diuretics and herbal extracts, such as goldenseal, which are marketed as a quick "detox" from controlled substances, but their effectiveness is questionable since most labs have the means to detect them.

The crux of these methods involves dilution, the process of reducing the concentration of drugs or drug metabolites in the sample. This is accomplished by adding fluid to the sample or by drinking large amounts of water or fluids to dilute it, which is known as "internal dilution." (Dilution should not be confused with adulteration, where chemical adulterants are directly added to a urine specimen.)

Although the consumption of excess fluids to avoid detection is commonly referred to as "flushing," this term is misleading. The excess fluid consumption and increased urine production rates don't cause a more rapid elimination of metabolites from the body. In fact, the same amount of drugs and metabolites are being cleared through the kidneys, but they are now sent to the bladder with a much greater amount of water, which dilutes the measured concentration.

There are several methods used to identify and measure the extent of dilution of a urine specimen, but the two most common test for specific gravity and creatinine. Both have been recognized as effective markers and are currently authorized under federally-regulated workplace drug testing programs, though they are not mandatory.

Specific gravity measures the density of a urine specimen relative to that of pure water, which by definition has a specific gravity of 1.000. Urine specimens have specific gravities greater than water and are typically around 1.025. Current regulations established by the Department of Health and Human Services (DHHS) and the Department of Transportation (DOT) for federally-regulated workplace urine drug testing programs have established 1.003 as the low cut-off for specific gravity.

Creatinine is a metabolic by-product formed primarily from the breakdown of protein within the body, which is eliminated as waste in urine. Almost the same amount of creatinine is discharged each day and so its concentration in urine can be used as a marker for the extent of urine dilution. Typical urine creatinine concentrations are around 150 mg/dL. Current DHHS and DOT regulations have established 20 mg/dL as a cut-off for indicating a diluted specimen.

Other dilution markers include urine color, temperature and pH levels.

- Color; if a urine sample looks clear, a lab may suspect that it's diluted. A lab can't report it as positive, but they may reject the sample.
- Temperature; urine should be between 91 and 97 degrees. If it isn't, labs will suspect that water or another substance was added to the sample.
- pH; pH levels often change when people dilute their samples.

In DHHS and DOT federally-regulated urine drug testing programs, both creatinine and specific gravity levels must fall below their respective cut-offs before a specimen is considered unacceptably diluted. Under the DOT program, if a specimen is shown to be highly diluted, the subsequent donor specimen will be collected under direct observation. In some cases subsequent specimens may be subjected to testing at a reduced cut-off level.

It is recommended that company drug testing provisions stipulate that a diluted specimen is considered unacceptable and will result in appropriate sanctions. However, caution should be exercised whenever employee donor specimens are treated differently, ensuring that there is a sound and non-discriminatory basis for doing so. Similarly, it is recommended that employees subject to drug testing should be informed at the outset of the following:

- They are expected to provide a fresh, clean, unadulterated and undiluted specimen.
- They will be provided limited access to fluids and a limited amount of time in which to provide an adequate specimen.
- Any failure to provide an adequate specimen without proof of a documented medical condition will be considered a failure to comply with the conditions of the testing program, resulting in appropriate sanctions, depending upon the testing context.

Talk to your Corporate Screening representative to help your company determine an effective policy for a drug-free workplace.

THE NATIONAL PRACTITIONER DATA BANK

Ensuring High Quality Health Care for Everyone

In an attempt to curb the rise of medical malpractice litigation and to improve the quality of the nation's health care, Congress created the National Practitioner Data Bank (NPDB) in September of 1990. The hope was to improve care by encouraging state licensing boards, hospitals and other health care entities to identify and discipline health care professionals who engaged in unprofessional and unethical behavior, and to restrict their ability to move from state to state without full disclosure of their infractions.

Initially fraught with funding and staffing problems, industry opposition and slow, paper-driven response times, the NPDB is now a fully integrated electronic system which typically responds to queries in 2 hours and plays a vital role in health care provider credentialing. It provides verification of sensitive information about practitioners efficiently and reliably, while maintaining the security and confidentiality required by law.

The NPDB provides information on health care providers' licensure, professional society memberships, clinical privileges, malpractice payment history and disciplinary actions. State licensing boards and provider organizations use this data in licensing and credentialing physicians, dentists and other practitioners. These groups query the data bank as needed, and periodically review information on some or all of their employed or affiliated practitioners.

Who is authorized to use the Data Bank?

Authorized users of the NPDB include State licensing boards; medical malpractice payers (reporters only); hospitals and other health care entities; professional societies; and licensed health care practitioners (self-query only).

Why is the NPDB information not available to the public?

The NPDB is prohibited by law from disclosing information on a specific practitioner, provider, or supplier to the general public. However, persons or entities may request information in a form that does not identify any particular practitioner for research purposes.

For more information on how the NPDB can benefit your health care organization, contact your Corporate Screening representative today.

National Names Retain Corporate Screening for Pre-Employment Background Screening Investigations

New Local Partners Include Fox Networks, Catholic Healthcare West, and Robinson Memorial Hospital

Corporate Screening has been retained to conduct pre-employment screening for several prominent national organizations in the healthcare, utilities and media arenas.

Among the companies recently brought on by Corporate Screening is Catholic Healthcare West (CHW), headquartered in San Francisco. CHW is the eighth largest hospital system in the U.S. with 44,000 workers and 7,800 physicians employed at its 42 facilities located throughout California, Arizona and Nevada.

Corporate Screening's other new client partners include Beverly Hills-based Fox Networks and Fox Interactive Media, home of iSpace, FoxSports.com, FoxNetwork.com and other informational websites; and Robinson Memorial Hospital, a 285-bed, 1,500 employee healthcare facility located in Ravenna, Ohio.

Greg Dubecky, Corporate Screening general manager, said the affiliation with these high-profile clients is consistent with the nationwide growth of the company over the past year. "Our clients are increasingly seeking industry expertise from their service providers as hiring risks escalate," commented Dubecky. "Our ability to consult with HR professionals and assist in developing industry-specific hiring programs has helped to position Corporate Screening as a leading provider of background screening services."

Corporate Screening Opens Florida Office

Addition of Major Florida Health Care Client Requires Expanded Presence in the State

Corporate Screening has opened an office near Tampa, Florida to expand its presence in that state and meet the needs of a recently acquired client.

The Florida office was established to service one of Corporate Screening's newest clients, a major South Florida healthcare system with more than 10,000 employees. The office will be managed by Matt Jaye, a Corporate Screening consultant who previously ran the company's Walnut Creek, California office which services clients throughout the Western U.S.

Corporate Screening Company President Dennis Drellishak commented that his Middleburg Heights-based company, which celebrated its 20th anniversary in September, has been experiencing remarkable growth. "We have expanded our employee ranks by more than 40% in 2006 with the addition of 26 new hires this year," he said. "And we continue to recruit in order to service clients from our offices in Cleveland, Northern California and now in Florida."

While Corporate Screening's main business focus is on pre-employment screening and background investigations for virtually all industry sectors, the company has emerged as an industry leader in servicing major healthcare systems nationwide, including the Cleveland Clinic Health System, University Hospital Health System (Cleveland), Sutter Health and Mount Sinai in New York City. The company provides healthcare-specific investigative services that include physician credentialing, nurse screening and assessment of HR programs to ensure compliance with JCAHO mandates.

Corporate Screening Named to 2006 Weatherhead 100

Corporate Screening was named one of the fastest growing companies in the region in the 2006 Weatherhead 100 list, which recognizes the 100 fastest growing companies in Northeast Ohio. With several new clients added to its roster, Corporate Screening expanded its employee ranks by 40% in 2006 with the addition of 26 new hires.

The Weatherhead School of Management at Case Western Reserve University honors organizations that demonstrate consistent growth over the previous five years.

